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Constitution of the Boot and Shoe Workers' Union as revised at ...

Boot and Shoe
Workers Union

ORDER OF BUSINESS

....AT....

CONVENTIONS.



Call to order by the President.

Report of General Auditors on Credentials.

Roll Call and Filing of Credentials with the Secretary.

Appointment of Sentinel.

Password.

Consideration of Belated Credentials.

Consideration of Protested Credentials.

Appointment of Committees of five each on Officers' Reports, Rules, Constitution, Organization, Resolutions, Appeals and Grievances, and Labels and Boycotts.

Reports of Officers.

Report of General Auditors.

Communications

Introduction

Committee

Reports of

New Business

to Proper

CONSTITUTION.

Preamble.

SECT. 1. We live in an age of competition which compels concentration. Capital has long realized that competition eliminates profits as surely as it reduces wages, and invariably organizes itself into trusts, for the further exploitation of the workers, by reducing wages, throwing labor out of employment, and controlling the selling price of the necessities of life.

Experience having demonstrated that the isolated wage-worker is powerless when confronted with these gigantic combinations of capital, we therefore declare, that individual liberty can best find expression through organized effort.

To insure permanence, stability, and ultimate success, we must recognize and fearlessly meet the source or cause of the evils we intend to rectify.

For the protracted periods of idleness on the one hand, and the prolonged hours of labor on the other, for low wages or no wages, for conditions and methods of work that are essentially destructive of morality, of health, of happiness and life, we are clearly indebted to the competitive wage system.

We therefore declare for the ultimate abolition of the competitive wage system, and the substitution thereof of the collective ownership by the people of all means of production, distribution, transportation, communication and exchange.

Organization being necessary as the first step towards the amelioration and final emancipation of labor, and realizing the necessity of weapons both offensive and defensive, socially, economically and politically, we

call upon all shoe workers to unite with us for the following immediate purposes :

To thoroughly organize our craft ; to regulate wages and conditions of employment ; to establish uniform wages for the same class of work, regardless of sex ; to control apprentices ; to reduce the hours of labor ; to abolish convict and contract labor ; to abolish child labor, prohibiting the employment of children under the age of sixteen ; to promote the use of our "Union Stamp" as the sole and only guarantee of "Union Made" footwear ; to support the Union Labels of all other bona fide trade unions, and to assist them in every other way to the full extent of our power.

Name.

SECT. 2. This organization shall be known as the BOOT AND SHOE WORKERS' UNION. It shall be composed of male and female boot and shoe workers organized in Local Unions or as Members-at-Large, and shall not be dissolved while three Local Unions dissent.

Government.

Sect. 3. The government of all Local Unions and members shall be vested in this General Union as the supreme head, to which all matters of general importance shall be referred, and whose decision shall be final.

The administrative power of this General Union, when not in convention, shall be vested in the General Officers, subject to control of joint action of the General Executive Board.

The Headquarters of this General Union shall be located in such town or city as may be decided by convention, or by a referendum vote of the membership.

All official documents emanating from headquarters, shall bear the General Seal, affixed, printed, or em-

bossed thereon. Said Seal shall be in the custody of the General Secretary-Treasurer.

General Officers—Duties.

Sect. 4. The General Officers of this General Union shall be a General President, a General Vice-President and a General Secretary-Treasurer.

These officers shall at all times be subject to the control and instruction of joint action of the General Executive Board.

General President.

Sect. 5. The General President shall be the chief executive officer of this Union.

He shall enforce the laws, decide all constitutional questions (subject to an appeal to the General Executive Board), appoint all organizers, countersign all orders, be *ex-officio* member of all committees and boards—local and general—revoke charters of refractory or inactive locals (with the consent of the General Executive Board), appoint all committees not otherwise provided for, nominate candidates for all vacant offices, preside over conventions, be Chairman of General Executive Board, appoint deputies to act for him with full power whenever impossible for him to be present in person, be the custodian and manager of the "Union Stamp," report in detail to the General Executive Board, make annual report at end of fiscal year (May 31), and shall perform such other duties as this constitution may prescribe

He shall be paid two thousand dollars (\$2,000.00) per annum and all legitimate expenses.

General Vice-President.

Sect 6. The General Vice-President shall perform all duties of General President in case of death, resignation, or removal from office of the General President. He shall, when called upon by the General

President, perform such duties as may be assigned to him, and for which services he shall be paid at the rate of eighteen hundred dollars (\$1,800.00) per annum and all legitimate expenses.

General Secretary-Treasurer.

Sect. 7. The General Secretary-Treasurer shall keep all records of conventions and of the General Executive Board; receive, receipt and account for all moneys, pay all authorized bills, conduct all correspondence, keep the Register of Membership; issue all Due Books, issue all transfers and withdrawals, pay all lawful benefits, edit and manage the Journal, be *ex-officio* member of all committees and boards—local and General—furnish all supplies, issue all credentials, report monthly to Local Unions, giving an itemized account of all receipts and expenditures; also stating the monthly amount paid out to each local for sick and death benefits. Make annual report at end of fiscal year (May 31), deposit all moneys as directed by the General Executive Board, give bond for ten thousand dollars (\$10,000.00) satisfactory to the General Executive Board, submit all accounts to auditors, have discretionary power in providing suitable blanks and methods in administration of all laws pertaining to membership and revenue, hire such clerical assistance as he may deem necessary, perform such other duties as this constitution or the General Executive Board may assign, and be responsible to the General Executive Board for efficiency of his office administration.

He shall be paid eighteen hundred dollars (\$1,800.00) per annum and legitimate expenses.

General Executive Board.

Sect. 8. The General Executive Board shall consist of the General President, General Vice-President,

General Secretary-Treasurer and eight members elected at large—not more than three of said eight to be from the same State.

They shall be required to furnish quarterly detailed reports to each local union of all business transacted. All questions shall be decided by a ye and nay vote, and the same shall be published in the quarterly report, giving the name of each member and record of his vote.

Vacancies shall be filled by nomination by the General President, approved by the member's local and confirmed by the General Executive Board. Said board shall, jointly, require satisfactory bonds in the sum of ten thousand dollars from the General Secretary-Treasurer at the expense of the Union, see that all moneys in excess of ten thousand dollars be so deposited as to require consent of a majority of said Board to draw same, hold all property as Trustees, have power to require of any officer full detailed statements of the business of the office, have power by majority vote to remove any officer for unfaithfulness or incompetency, hire suitable headquarters as directed by Union, decide appeals from decision of General President, decide all questions of usage wherein the Constitution is silent, issue and revoke charters, levy assessments when they deem it necessary, perform such other duties as this Constitution may provide, and at all times consider the welfare of the organization superior to persons and places in arriving at decisions.

Election of General Officers, General Executive Board and General Auditors.

Sect. 9. The General Officers, General Executive Board and General Auditors of the Boot and Shoe Workers' Union shall be elected annually by popular vote. The candidate receiving the largest number of votes shall be declared elected. Any shoe worker who

has been an active member in continuous good standing for six months who is not a member of an independent union shall be eligible as a candidate for any office in this Union. The term of office shall be for two years, and shall alternate as follows: The General President, General Vice-President and four members of the General Executive Board shall, at the election, 1902, be elected for two years, and the General Secretary, four members of the General Executive Board shall be elected for one year. Thereafter, elections shall take place annually for terms of two years.

Three General Auditors shall be elected in 1904. The candidate receiving the highest vote to serve for three years, the second highest for two years and the third highest for one year. No member shall be a candidate to succeed himself. One member to be elected each year thereafter to serve a full three years' term. No person contracting bills through the General office shall be eligible to serve as a General Auditor.

Sect. 10. Each local Union shall nominate, by secret ballot at the first meeting in June, one candidate for each office to be filled, and the Local Corresponding Secretary shall, within forty-eight hours, notify each nominee and also notify the General Secretary-Treasurer of the full list of nominees of the local union.

Sect 11. Members receiving notice of nomination shall, within ten days after the close of nominations, notify the General Secretary-Treasurer whether they accept such nomination, and which nomination they accept if nominated for more than one office, and no member shall be a candidate for more than one office at the same election. Members who fail to so notify the General Secretary-Treasurer shall be disqualified and their names shall not appear on the official ballot.

Sect. 12. At 12 M., precisely on the tenth day of July the General Secretary-Treasurer shall close the nominations, and any nominations received after that time shall not be considered.

The five candidates for each position who receive nominations of the greatest number of Local Unions shall be the nominees eligible for election.

The General Secretary-Treasurer shall, within thirty days after the close of nominations, furnish a list of nominees to each Local Union, reporting eligibles from ineligibles.

Sect. 13. Within thirty days after close of nominations the General Secretary-Treasurer shall forward to each Local Union sufficient ballots, with name and Union number, of all candidates, precedence upon the ballot being given to the candidates having the greatest number of nominations. Members shall make a cross (X) opposite the names of their choice.

Sect. 14. Balloting in the local unions for officers of the General Union, shall take place on the first meeting night in September, between the hours of 4 and 11 P.M., and must be done during the regular sessions of the local union. Ballots to be in charge of the local inspectors of election, and are not to be given to the members until the meeting has been called to order. Members shall vote for one candidate for General President, General Vice President and General Secretary-Treasurer.

For members of the General Executive Board, members of Local Unions shall vote for four, not more than three of whom shall be from the same state or province. For General Auditors, members shall vote for one.

Sect. 15. The Local Union shall elect three local inspectors of election to receive, sort, count and report the votes. Said inspectors shall, within forty-eight hours after the close of the polls, place the votes

cast, the voting list, together with the record of the result, signed in their own hand, in one envelope or box securely sealed and forward the same to the care of the General Secretary-Treasurer for the General Inspectors of Election.

The chairman of Local Inspectors failing to forward votes as provided, or any one aiding or abetting the non-forwarding of ballots, or any person signing false returns, or casting or returning fraudulent votes, shall be fined, suspended or expelled, as the General Executive Board may direct.

Sect. 16. The General Secretary-Treasurer shall furnish each Local Union with two election return blanks, one of which shall be retained by the Local Union, and one returned to the General Inspectors of Election, each of which blanks shall be filled out in exact duplicate of each other, and shall contain a truthful report of the election in that Local Union. The Chairman of the Local Inspectors shall be in charge of these blanks, and return the same at the time of forwarding votes, etc.

Sect. 17. All members in good standing shall be entitled to vote for the officers of the General Union, but must before voting show their Due Books to the Local Inspector. Who shall write the name and registry number of each member voting, on a list, and forward same together with the ballots to the General Inspectors of Election.

Sect. 18. When election returns are received by the General Secretary-Treasurer, he shall carefully preserve the same intact and hand them over to the General Inspectors of Election. Failure to do so shall subject him to impeachment or removal from office.

Sect. 19. During August, the General Executive Board shall select three Local Unions, each of which Unions shall elect by written ballot one

member in good standing who is not a candidate for any national office, to serve as General Inspectors of Election. Each Union so selected shall notify the General Secretary-Treasurer of the name and address of the member elected, and shall give the member a certificate of election to be presented at headquarters.

Sect. 20. The General Inspectors of Election shall meet at headquarters of the General Union at 10 o'clock A. M., September 25th, and in the presence of each other declare the polls closed, open the envelopes or boxes containing the votes, etc., ascertain and verify the result of the election, and they shall at once prepare a report of the same to be submitted to the Local Unions by the General Secretary-Treasurer. They shall place all votes, etc., together with a copy of their report, in a box, which shall be closed and sealed by them, and kept at headquarters subject to the order of the General Union.

The report of the General Inspectors of Election shall be forwarded to the Local Unions within ten days after the result is announced.

Should the voting result in no election for any office on account of no candidate having received a plurality of all votes cast, then the General Secretary-Treasurer shall issue a second ballot, dropping all names except the two highest for each office to be filled, and so continue until one receives a plurality.

Sect. 21. All officers shall be installed by mail and take office on the first of the month succeeding the completion of the election.

In case the election results in changing any financial officer, the General Executive Board shall summon the general Auditors, who shall audit the accounts.

Delegates to American Federation of Labor.

Sect. 22. The General President, by virtue of his office, shall be a delegate to the A. F. of L. The

other delegates to be elected for a term of one year at each annual election.

Union Stamp.

Sect. 23. The trade stamp or label of this Union shall be as follows :



This "Union Stamp" shall be impressed upon the sole or insole of boots and shoes that are made wholly by members of this Union.

Sect. 24. The General Executive Board shall have discretionary power in making rules governing the use of the "Union Stamp," but shall publish such rules regularly in the Journal, and shall not issue the "Union Stamp" to any firm unless contract is approved by the Local Union in a town or city where only one Local Union exists, or by the Joint Council in a town or city where more than one Local Union exists.

The numbers of the several stamps issued to manufacturers shall be in possession of the local union or Joint Council having jurisdiction where said stamps are used.

Sect. 25. The Stamp or Label to identify the labor of Union Shoe Repairers shall be as follows :



This Stamp shall be issued to Shoe Repairing Shops where good standing members of the Boot and Shoe Workers' Union are employed. At least one employee must have paid six months' dues before the Stamp is issued.

Journal.

Sect. 26. This Union shall publish a monthly Journal to be known as the "SHOE WORKERS' JOURNAL." Said Journal shall be published the fifteenth day of each month. It shall be used to make official announcements, to agitate for Union Labels and in every way to promote the interests of this Union and the Trade Union Movement. The subscription price of said Journal shall be fifty cents per year, which sum shall be deducted from the dues of each member. The expense of publishing said Journal shall be paid by receipts from subscriptions, advertising and from General Funds. Said Journal shall be edited and managed by the General Secretary-Treasurer, subject to control of the General Executive Board.

General Auditors.

Sect. 27. The General Auditors shall be elected in the same manner, and at the same time, as General Officers. The General Auditors so chosen shall meet at headquarters within ten days after the close of the fiscal year (May 31) when they shall secure the

services of on expert accountant counts of all officers and employees Union and report their findings in 1 General Auditors shall assemble a duties at any other time when call General Executive Board.

Organizers.

Sect. 28. The General President organizers, but no organizer shall be employment except by vote of the C Board. The General Executive Board vote, may revoke the commission of their discretion. All organizers shall the direction of the General President promulgating the principles of the Workers' Union by means of persons boot and shoe workers, distributing 1 ing the sale of Union Label goods, ings, organizing new Locals and inst They shall perform such other duties tion may prescribe, or as the General Executive Board may direct workers who have been active members good standing for six months immediately appointment are eligible to positions

Local Union Officers

Sect. 29. The officers of each Local be a President, Vice-President, Recording Financial Secretary, Treasurer, Secretary three Trustees, an Executive Board five, Auditing Committee of three and of not less than three. They shall written or printed ballot for a term the last regular meeting in March each year, except the Trustees. Each

installed and hold office until successor is elected and installed. The officers elected in March shall serve for six months, beginning April first, and those elected in September shall serve six months beginning October first. This section shall not prevent any Local from electing a paid agent for a longer term. No member shall be eligible to any of the above offices, or delegate to any regular or special convention, who is a member of any independent organization of shoe workers.

Sect. 30. The President shall preside at all meetings of the Local, conduct the business of the Union strictly according to the order of business, require all officers and committees to report regularly, enforce the laws, sign all bills and orders, and perform such other duties as the Local may direct which are not inconsistent with this constitution.

Sect. 31. The Vice President shall, in the absence of the President, perform all the duties required of the President.

Sect. 32. The Recording Secretary shall keep a correct record of all the proceeding of the meetings of the Local.

Sect. 33. The Financial Secretary shall receive and receipt for all revenues, promptly forward all General Funds to the General Secretary-Treasurer, turn over all Local Funds to the Local Treasurer, report receipts of each week at Local meeting, keep a correct account between the Local and each member thereof, report standing of each member at intervals of three months, conduct all correspondence and file all letters and documents, furnish General Secretary-Treasurer with all Union price lists and conditions under the jurisdiction of the Local Union, perform such other duties as this constitution requires or the Local Union may direct, and turn over all papers, books, accounts and property of the Union to successor and shall fur-

nish a bond to secure the funds and property of the Union. Expense of bond to be paid by the local.

Sect. 34. The Treasurer shall receive all Local Funds from the Financial Secretary, pay all bills approved by the Local and signed by the President, keep a correct account of the same, report to the Local Union at each meeting, and turn over to successor all books, papers, funds and other property of the Local in his possession and shall furnish a bond to secure the funds and property of the Union. Expense of bond to be paid by the local.

Sect. 35. The Conductor and Sentinel shall perform such duties as usually pertain to their offices.

Sect. 36. The Trustees shall be elected by written ballot, one for a term of eighteen months, one for twelve months, one for six months, and thereafter one to be elected at the last regular meetings in March and September as their terms expire. The Trustees shall take charge of all property of the Local, receive from the Treasurer and deposit all funds not required for the necessary expenses of the Local, report their doings to the Local at the end of each quarter, and turn over to their successors all books, papers, funds and other Union property in their possession.

Sect. 37. The Local Executive Board shall organize by choosing a Chairman, Vice-Chairman and Secretary. It shall be the duty of such board to receive all Due and Assessment Stamps from the General Secretary-Treasurer, and keep a strict account of same with the Financial Secretary, holding the Financial Secretary responsible for every stamp at face value, reporting condition of the stamp account to the General Secretary-Treasurer as he may require, call a special meeting of the Local when necessary, declare vacant the seat of any member of the Board absent for three consecutive meetings, summons shop crews or members, appoint shop

collectors, investigate and report upon all applicants for membership, consider all grievances and endeavor to settle same, carefully supervise all officers and business interests of the Local Union, adjust wages and conditions of employment, see that all laws are enforced, perform such other duties as this constitution may require, and set aside personal feelings and interests, and at all times endeavor to serve the best interests of the members and the Union as a whole. In all Mixed Unions the Executive Board shall be so chosen as to represent as nearly as possible all parts of the craft represented by the Union.

Auditing Committee.

Sect. 38. There shall be elected by written or printed ballot at the last regular meeting in March and September, an Auditing Committee of three, to serve six months, whose duty it shall be to audit the accounts of the Treasurer, Trustees, Financial Secretary, and Local Executive Board. They shall also audit the Due and Assessment Stamp account kept between the Financial Secretary and the Local Executive Board, and shall report their findings in writing to the Local Union quarterly.

Label Committee.

Sect. 39. The duties of the Label Committee shall be to promote the sale of boots and shoes bearing the Union Stamp, by using all available influence upon dealers in boots and shoes, securing the co-operation of other organizations and the use of all other methods by which the interests of this organization may be advanced through the Union Stamp.

It shall be the duty of the Label Committee, while promoting the interests of the Union Stamp, to further the interests of the Labels of all other recognized organizations.

Printed Supplies.

Sect. 40. The General Secretary-Treasurer shall deliver, prepaid, to each Local Union, all necessary printed supplies free of charge. Any member losing Due Book shall be charged 25 cents for a new one, said sum to be forwarded to the General Secretary-Treasurer before a new Due Book is issued. The General Secretary-Treasurer shall have power to charge any Local Union that waste supplies, or orders same in excessive quantities, a price to cover cost of same.

Charters.

Sect. 41. The General President and General Secretary-Treasurer, acting for the General Executive Board, shall issue charters without fee, to any seven or more bona fide shoe workers that have been regularly organized by any organizer authorized by the General President; provided, that shoe workers may have choice between organizing as Mixed Unions, or in separate branches, and only one charter shall be issued for one branch of the craft in the same city or town. Each Local Union shall be known by the name it selects and the number assigned to it by the General Secretary-Treasurer, and no Local Union shall dissolve itself or withdraw from this Union while seven members dissent.

All money and property of any Local Union whose charter is revoked or surrendered is the property of and must be returned to the General Union upon demand of the General President.

Local Meetings.

Sect. 42. Local Unions may fix the time and place of holding meetings, but no suspended member shall be allowed to be present at any meeting of any Local Union.

The sole pass-port to Local Union and Council meetings shall be a Due Book showing the member to be in good standing. Any member in good standing may attend the meeting of any Local Union, but any Local Union having important business to transact, may, on motion, go into executive session and request all who are not members of that Local Union to retire.

Local By-Laws.

Sect. 43. Each Local Union shall have the right to adopt by-laws governing matters of local usage, provided such by-laws do not conflict with this constitution.

Membership.

Sect. 44. Any male or female boot or shoe worker over sixteen years of age and actively employed at the craft, shall be eligible to membership. All members must hold membership in the Local Unions having jurisdiction over the factory in which they work, upon demand of said Local Union. All applications for membership must be made on blanks furnished by the General Secretary-Treasurer, and no person shall be considered a member of this Union unless such signed application is on file and registered at Headquarters. Such applications shall be investigated by the Local Executive Board, who shall report to Local Union and Local Union shall vote by hand ballot on the admission of applicant—a majority vote to decide—and if receiving a majority vote, the applicant's name shall be at once enrolled, after taking the following obligation:—

I do solemnly promise that I will attend meetings of my union at least once a month; and I do further promise that I will perform all duties imposed upon me by the National or Local Union. And I do further promise on my honor that I will purchase nothing but

Union Labeled Goods, whenever it is possible to procure the same. I do further promise that I will do all in my power at all times to advance the interests and welfare of the Boot and Shoe Workers' Union.

And if rejected, such signed application blank shall be returned to the General Secretary-Treasurer with statement of reasons for such rejection.

Members of foreign shoe workers' organizations, recognized by the National body of their respective countries, who are in good standing, shall be admitted to the Boot and Shoe Workers' Union, without payment of the regular initiation fee.

Sect. 45. An applicant rejected by any Local Union shall have the right to appeal to the General Executive Board, who may if they deem the applicant rejected for insufficient cause, accept the applicant as a member at large.

Any person securing membership by making false statements in the signed application for membership shall be fined, wholly or partially reduced from benefits, or expelled, as the General Executive Board may direct, acting upon the complaint of any member.

Members-at-Large.

Sect. 46. Members in good standing of Local Unions that lapse, disband, or whose charter is for any cause revoked, have the right to retain their membership and standing by being attached to Headquarters as Members-at-Large.

Any members retiring from work at the craft, and wishing to remain members of the organization, except General Officers, employees of the General Office, agents and employees of Joint Council and Local Unions, shall be attached to headquarters as members at large.

Sect. 47. Shoe workers actively employed at the craft in any locality where no Local Union exists, may

become Members-at-Large by vote of the General Executive Board, but must constitute themselves a Local Union when so directed by the General Executive Board.

Sect. 48. Members-at-Large shall pay direct to Headquarters the same dues and assessments and have the same benefits as if members of a Local Union, shall have representation in elections and in conventions same as a Local Union, but shall keep Headquarters informed of their address at all times. The officers of the General Union shall be the officers of the members-at-large and shall perform for them the same duties as officers of Local Unions. The members-at-Large shall in every other respect be considered as a Local Union and subject to the same laws governing membership and revenue.

Duties of Members.

Sect. 49. It shall be the duty of each member to regularly attend the meetings of the Local to which said member belongs, participate in and become familiar with the business of the Local and General Union, report opportunities for employment at the meetings, report cases of sickness and destitution, report in writing any knowledge of fraudulent benefit claims, consult and be governed by the Local Executive Board in all matters of wages and conditions of labor, be governed by the will of the majority constitutionally expressed, regard interest in the organization as superior to all other considerations, promptly pay all dues and assessments, insist upon being furnished with Label goods by all dealers with whom they trade, endeavor to induce all non-union persons to identify themselves with organized labor, conform to all the provisions of this constitution, obey all officers of the Local and General Union, exercise great care in selecting all officers of the Local and General Union and

refrain from unduly criticising or abusing them while in the discharge of their official duties.

Any violation of Section 49 by members making individual agreements as to wages or conditions, shall be punishable by a fine not exceeding \$50.00.

Sect. 50. Any member defaming this Union or circulating reflections upon the union record of any officer or member shall be required, upon complaint of any member, to prove statements; and failing to prove them shall be disciplined, fined or expelled. Any member accepting any job constitutionally declared to be on strike, or unfair, shall be fined or expelled as the Local Union and General Executive Board may direct.

Register.

Sect. 51. A Register shall be kept at Headquarters showing the name, number and standing of every member of this Union. Numbers shall be assigned consecutively in the order in which members are reported to Headquarters.

Members shown by the register as not owing more than eight week's dues, or any assessment or fine for more than eight weeks, shall be considered in good standing. No member shall receive any sick or death benefit unless shown by the register to have been continuously in good standing for the preceding six months.

Initiation Fee.

Sect. 52. The initiation fee in all Local Unions shall be the uniform sum of one dollar (\$1.00) except in cases of persons with bad union record, in which case Local Unions may fix the initiation fee. The Initiation Fee must be paid before any application for membership can be considered, and the application must be acted upon by the Local Union before being reported to Headquarters.

Weekly Dues.

Sect. 53. The dues in this Union shall be the uniform sum of twenty-five (25) cents per week per member, payable weekly, and shall be due on Saturday of each week. Dues of new members are due and payable on the first Saturday following the acceptance of their application.

It shall forever be unconstitutional to seek to reduce the amount of dues as provided in this section.

Method of Collecting Revenue.

Sect. 54. The weekly dues and all assessments of members shall be paid to the Local Financial Secretary, who shall receipt for all such payments by giving stamps equal to the amount paid, which stamps must be properly affixed to the member's Due Book, and no other system of receipting for dues and assessments shall be recognized.

Sect. 55. The General Secretary-Treasurer shall issue Due and National Assessment Stamps to the Chairman of the Local Executive Board of each Local Union. And he shall also issue reinstatement stamps, which shall be issued as a receipt for reinstatement fee, and such stamp shall be placed in the due books in a position indicating the date of reinstatement. Local Executive Boards shall furnish these stamps to their Financial Secretary, holding the Financial Secretary responsible for the face value of all stamps so furnished, and shall report the condition of their stamp account to the Local Union Auditors and to the General Secretary-Treasurer as often as required.

Sect. 56. Local Unions, through their Executive Boards, shall appoint Shop Collectors to collect revenue for the members, shop collectors to turn the amount collected each week over to the Financial Secretary on or before Saturday of each week.

¶ Sect. 57. The Local Financial Secretary shall enter these payments by name, number and amount, on the Duplicating Cash Book furnished by the General Secretary-Treasurer to each Financial Secretary.

Local Funds.

Sect. 58. The revenue of the Local Unions shall be one-third of all receipts from Initiation Fees, Dues and National Fines, and the entire receipts from Local assessments and Local fines.

General Funds.

Sect. 59. The revenue of the General Union shall be two-thirds of all receipts from Initiation Fees, Dues and National Fines and all the receipts from such National assessments as may be levied.

Forwarding General Funds.

Sect. 60. Having entered all receipts on the Duplicating Cash Book, the Local Financial Secretary shall, on Monday of each week, forward to the General Secretary-Treasurer, by money order or check, prepaid, all General Funds collected the previous week, together with carbon duplicate cash sheet detached from the Duplicating Cash Book—which shall be a carbon copy of all payments made during the previous week—taking the receipt of the General Secretary-Treasurer for same, turn the Local Funds over to the Local Treasurer, taking receipt for same and attach both receipts to the Duplicating Cash Book in place of the detached carbon copy.

Sect. 61. In no case shall General Funds be paid into Local Treasury, or retained by the Local Financial Secretary or any other officer or member, said General Funds being at all times recognized as the property of the General Union. Each Local Union and all its members shall be held responsible for safe transmission

of all money from the members to Headquarters, where the standing of each member shall be determined by the register.

Sect. 62. Should the Local Financial Secretary fail to report for two weeks, the General Secretary-Treasurer shall notify the Chairman of the Local Executive Board, and also the Local President, that the benefits of the members are endangered because of dues being withheld.

Division of General Funds.

Sect. 63. All moneys received by the General Secretary-Treasurer from Local Unions and members at large shall be known as General Funds, and divided as follows:

One-third shall be placed in the Sick and Death Benefit Fund until said fund amounts to one dollar (\$1.00) for each member entitled to benefit. When the Sick and Death Benefit Fund has reached one dollar per beneficiary member, the General Secretary-Treasurer shall, on the first of each month, transfer from the General Funds received during the past month to the Sick and Death Benefit Fund an amount sufficient to reimburse said fund for all benefits paid during the past month, and maintain the said fund at one dollar (\$1.00) per beneficiary member as shown by the register. This fund shall not be drawn upon for any purpose, except for the payment of Sick and Death Benefits hereinafter provided.

One-third shall be placed in the Strike Fund to be used for the sole purpose of assisting good standing members in regularly sanctioned strikes, until the Strike Fund reaches sixty thousand dollars (\$60,000), when the General Secretary-Treasurer shall, on the first of each month, transfer from the General Funds received during the past month, to the Strike Fund an amount sufficient to reimburse said fund for all

benefits paid during the past month, and maintain said fund at sixty thousand dollars (\$60,000).

The remaining General Funds and all miscellaneous monies received shall be placed in the General Expense Fund to be used for expense of Headquarters, the Journal, organizing, label agitation, and such other expenses as are authorized by this constitution or by the General Executive Board.

Sick Benefit.

Sect. 64. A sick benefit of five dollars (\$5.00) per week shall be paid to any member who has been six months continuously in good standing, and who is, by reason of sickness or disability, unable to work; provided, that no benefit shall be paid for the first seven reported days of illness or disability; that such illness or disability was not caused by intemperance, debauchery, or other immoral conduct; that not more than thirteen (13) weeks' sick benefit be paid to any member during one year; that members afflicted with any chronic disease or over 60 years of age at time of initiation shall be eligible to half benefit only; that such illness shall not have resulted from military service or while absent from the United States or Canada; that female members shall not be entitled to benefit three weeks before and five weeks after confinement; that application for sick benefit shall be made to the General Secretary-Treasurer upon blanks furnished to the Local Unions by the General Secretary-Treasurer properly filled out with all required information and indorsements.

Sect. 65. All sick claims shall date from the seventh (7) day after they are reported to the Local Executive Board, who shall cause the same to be investigated by not less than three Union members of good repute not related to the sick member, each acting independently of the others and reporting in-

dividually to the Local Executive Board, who shall indorse or disapprove of the claim as circumstances warrant.

Sect. 66. Sick claims of members at large shall be reported to the General Secretary-Treasurer and shall bear such indorsements as the General Executive Board may direct.

Sect. 67. Any officer or member convicted upon charges of conspiracy to defraud the Union, shall be fined or expelled as the General Executive Board may direct. All arrears for dues, etc., shall be deducted from any benefit or assistance given under this constitution.

Death Benefit.

Sect. 68. Upon proof of death of any member who has been six months continuously in good standing, a benefit of fifty dollars (\$50.00) shall be paid. Should the member have been two years continuously in good standing, one hundred dollars (\$100.00) benefit shall be paid. Members afflicted with chronic diseases or over 60 years of age at time of initiation shall be eligible to half benefit only. All death claims shall be reported to the Local Executive Board upon blanks furnished by the General Secretary-Treasurer, and shall give all required information. Members shall designate the person to whom the benefit shall be paid upon their demise, and failing to so designate, the benefit shall be paid as the Local Union may direct.

Local Relief for Out-of-Work Members.

Sect. 69. It is recommended that each Local Union raise funds by Local assessments or otherwise, to be applied to payment of dues of out-of-work members and to provide such other relief as the Local Union may find feasible, to the end that from the ex-

perience so gained a national plan for relief of unemployed members may be developed.

Joint Councils.

Sect. 70. In any town or city where there are two or more Local Unions they shall, upon the call of any of said Unions, hold a delegate conference for the purpose of drafting a set of rules to govern the Joint Council. Said rules to fix the basis of representation so that all parts of the craft represented by the Unions forming the Council shall have representation, fix the methods of raising funds, etc., and the conference shall submit the rules to the General Executive Board for their approval. When approval is received each Local Union shall elect delegates to the Joint Council according to the rules. The Joint Council shall then meet, organize and discharge its duties.

Local Unions and delegates constituting Joint Councils, under the provision of this section must be members of the Boot and Shoe Workers' Union.

Sect. 71. It shall be the duty of the Joint Council to consider any difficulties that may arise between the Local Unions forming a part of said Council and any employer, to try and effect a settlement; and, if not possible to make a settlement, to report the case to the General President, according to the laws governing strikes.

Sect. 72. The Joint Council shall insist that in the production of stamp shoes, the outsoles, insoles, heels, vamps, facings, and findings, be prepared under Union conditions wherever the same is practicable, equal in quality, and at no more cost than nonunion supplies, and they shall do all in their power to promote the sale of all recognized label products.

Sect. 73. The Joint Council shall make every possible effort to increase the effectiveness of shop crew organizations in its locality; to introduce into all

factories in its jurisdiction a working card and permit system, and at all times try to promote the interests of the Boot and Shoe Workers' Union.

Sect. 74. Joint Councils may make rules governing members, shop collectors, the payment of dues and fines, attendance at meetings and such other subjects as in their judgment will tend to strengthen the organization.

Sect. 75. Local Unions in adjoining towns or cities, or Local Unions of same branch of the trade in various sections, may form district Joint Councils. Any Joint Council may employ a paid agent.

Strikes.

Sect. 76. Chief among the immediate objects of this Union is the accomplishment of a more thorough organization of our craft, assisted by promoting the sale of Union Stamp shoes, and bound together and solidified by ties of fraternity and class interest. We recognize strikes as dangerous and costly and believe they should not be inaugurated except as a weapon of last resort, after every resource and expedient has been exhausted in an attempt to adjust disputes without strikes.

Sect. 77. To the end that strikes may be less frequent and more effective, this Union will render financial support only to such strikes as have received the sanction of the General Executive Board or its authorized Strike Committee before being ordered. This section shall not be construed to deprive any Local Union of the right to strike whenever they feel their interests can only be served by such course ; provided, that any Local Union ordering such strike does so entirely upon its own resources and risk and has no claim from the General Union for financial aid, or upon other branches for financial or sympathetic strike support, and further provided, that no member of this

Union be permitted to accept employment in the department where such strike exists.

Sect. 78. Should any Local Union desire the financial assistance of the General Union in any impending controversy which threatens a strike or lockout, said Local shall, in the first stage of the dispute, consult the General President and be guided by his advice. Should the negotiations not produce satisfactory results, a strike may be ordered with financial assistance, if approved by the authorized Strike Committee of the General Executive Board.

Sect. 79. Should there be a Joint Council in the locality, the Local Union, if desiring financial and sympathetic strike assistance, shall present their grievance to the Council at the same time they inform the General President, and the approval and support of the Council shall be necessary before a strike may be sanctioned by the Strike Committee with financial aid; provided, that the Local Union, if dissatisfied with any adverse decision of Joint Council or the Strike Committee, may take an appeal to the full General Executive Board, and said Board, if satisfied the decision of the Joint Council or the Strike Committee was unwarranted, shall have power to order a general strike with financial aid in support of the Union having the grievance; and further provided that if the Local Union be not sustained by the Council, by the Strike Committee or by the full General Executive Board, the Local Union may still exercise its right to strike upon its own responsibility and risk without claim for financial or sympathetic strike support.

No strike shall be ordered in violation of any contract between any Local Union and any employer. No strike shall be ordered in any "Union Stamp" factory without concerted action of all Local Unions involved and approval of the General Executive Board.

No strike shall be ordered without secret ballot of members as an expression of opinion. The General Executive Board is directed to promptly declare off any strike ordered contrary to the provisions of this paragraph.

Sect. 80. The General Union recognizes the Local Executive Board as having the initial Local authority in each Local Union on all matters concerning strikes and lockouts, and all grievances of whatever nature must be referred to and approved by them before action of any kind is taken; but the General Executive Board shall have power to declare a strike, with financial aid, in any factory at any time.

Sect. 81. This Union will not recognize strikes by organized or unorganized shoe workers not members of this Union; and difficulties caused by unauthorized acts of members or shop crews without the advice and consent of the Local Executive Board are especially condemned and shall not be recognized or tolerated.

Sect. 82. The General Executive Board shall, after investigation, exercise the right to declare off any strike or lockout at any time when they believe the interests of the Union will be best served thereby. Action to be taken upon petition of not less than 10 members in good standing.

Sect. 83. The General Executive Board may withdraw financial assistance from any strike at the expiration of thirteen weeks from date of strike.

Lockouts.

Sect. 84. This Union shall not recognize any cessation of work, under any circumstances or provocation, as a lockout with financial aid, unless the Strike Committee has approved same, in which case financial assistance will be rendered.

No Local Union shall, under any circumstances, be permitted to declare a boycott.

Sect. 85. A reduction of wages shall not constitute a lockout. An "iron-clad" notice shall not constitute a lockout. Should any employer be unscrupulous enough to require employees to sign individual contracts, under threat of lockout, members are directed to sign them and report the same immediately to their Local Executive Board. The Local Executive Board shall report to the General Executive Board, as in strikes.

Victimization.

Sect. 86. Should any member be victimized or blacklisted for work done in any official capacity, or upon the order of the Union, the General Executive Board shall have power to grant such member temporary assistance from the Strike Fund in seeking employment.

Strike Assistance.

Sect. 87. No financial aid shall be paid for the first seven days of any regularly sanctioned strike or lockout. At the end of the second seven days the Local Executive Board shall forward to the General Secretary-Treasurer a statement of the name of each person on strike and name and registered number of each member involved in the strike.

Sect. 88. The General Secretary-Treasurer shall note the number of members in good standing on said statement and forward to the Local Treasurer \$4.00 for each of the members in good standing who are on strike. At the end of the third seven days another statement shall be forwarded and the same amount allotted, and so on each seven days until the strike has been won or declared off. Members on strike shall not be entitled to sick benefits.

Sect. 89. Local Executive Boards shall disburse strike assistance sent to them equally among the members in good standing, deducting dues from the

share of each member, and shall forward to the General Secretary-Treasurer, with their statement for the next week, an itemized account of their total expenditures for the past week. Any member on strike, securing employment at any other trade, or being offered fair employment at the shoe trade, shall not again be included in the weekly statement of the Local Executive Board.

Sect. 90. Should the Local Executive Board fail to report as required, or should the General Secretary-Treasurer be satisfied that the assistance was being expended illegally or for purposes foreign to its intent (which is solely to relieve the wants of members in good standing who are engaged in regularly sanctioned strikes or lockouts) all assistance shall be suspended from such Local Union pending an investigation under the direction of the General Executive Board. Should the investigation find proof of intent to defraud, the General Board shall impose such fine or other penalty as they may deem proper.

Compensation for General Union Work.

Sect. 91. Any member doing General Union committee work directly authorized by this constitution, or other work upon the direct order of the General President shall receive from the General Secretary-Treasurer three dollars and fifty cents (\$3.50), and legitimate expenses for each day of actual service.

National Assessments.

Sect. 92. The General Executive Board shall exercise the power of levying such assessments as they may deem necessary to replenish any or all of the funds established by this constitution, and may raise the Strike Fund by a series of assessments to the amount of five dollars (\$5.00) per capita.

Local Assessments.

Sect. 93. Local Unions may at any legal meeting levy such local assessments as they may deem necessary for the purpose of carrying on their Local Union work or for assisting other bona fide trade Unions.

Fines.

Sect. 94. The General and Local Unions shall have power to levy such fines as they deem proper in disciplining members who violate the laws or principles of this Union.

Sect. 95. Any member of this Union purchasing shoes without the Union Stamp or any other commodity without the Union Label wherever it can be procured, shall be fined two dollars (\$2.00), action against such offense to be taken either by the Local Union or Local Executive Board.

The proceeds of said fine to be added to the treasury of the local union imposing the fine and to be used in advancing the interests of union label goods.

Transfers.

Sect. 96. All transfer cards shall be issued by the General Secretary-Treasurer, who shall transfer the members upon call (giving name and number), coming from the Local Financial Secretary under whose jurisdiction the member is working, and shall notify the Financial Secretary of the Local Union from which the member is transferred, of such transfer with all indebtedness, and direct such Local Secretary to fill out blank statement of indebtedness, and forward same to the Union to which the member is transferred. Local funds collected from delinquent members belong to the Local Union collecting same, and no moneys shall be transferred from one Local Union to another on account of arrears of members, except on account of Local assessments or fines.

Withdrawals.

Sect. 97. All withdrawal cards shall be issued by the General Secretary-Treasurer to members with clear due books retiring from the trade, upon application of the member, endorsed by the Local Union, and stating nature of future occupation. No withdrawal card shall be issued unless the member is leaving the shoe trade. Such withdrawal card shall reinstate the member in lieu of initiation fee, if deposited with any Local Union and forwarded to the General Secretary-Treasurer whenever the member resumes work at the trade; provided, withdrawal cards obtained by false representations, or held by persons who have worked against the interests of the Union, or who have failed to deposit such withdrawal card with some Local Union or with the General Secretary-Treasurer as a member-at-large while working at the trade, shall be null and void.

Sect. 98. Any member knowing that any person while holding a withdrawal card has violated the foregoing section shall furnish the General Secretary-Treasurer with proof of same, which shall be recorded against the person on the register at headquarters.

Suspended Members.

Sect. 99. Any member shown by the register at Headquarters to owe more than eight (8) weeks' dues, or any assessment or fine for more than eight (8) weeks such indebtedness shall automatically suspend the member from all benefits and privileges, and no further indebtedness shall accumulate.

Sect. 100. Suspended members may be reinstated by payment of two dollars (\$2.00) reinstatement fee for the first reinstatement and five (\$5.00) dollars for all subsequent reinstatements, and reducing the amount of indebtedness specified in foregoing section, but

shall not be eligible to sick or death benefit until they have been six months continuously in good standing.

Expelled Members.

Sect. 101. No member shall be expelled from this Union except upon written charges, after a fair trial, proving to the satisfaction of the Local and General Unions the member guilty of treason to this Union or to the cause of labor. Such expulsion must be approved by the General Executive Board, and such expelled member shall not be reinstated in any Local Union except the terms are approved by the General Executive Board.

Charges.

Sect. 102. All charges of whatever nature against any officer, member, Union or Council, must be presented in writing to the body before which the charge is made, and no defendant shall be found guilty without having upon written application a copy of the charges preferred and opportunity for defense.

Appeals.

Sect. 103. Appeals against the decision of any officer, committee, Board, Union or Council shall be presented in writing to the next highest authority, and no appeal shall be considered unless the appellant conforms to the decision appealed from, pending decision on the appeal.

Honorary Membership.

Sect. 104. The General Executive Board is empowered to issue certificates of Honorary Membership to persons whose past services in and present sympathy with the cause of organized labor in the judgment of the General Executive Board entitle them to such certificate.

Such honorary members shall be exempt from dues and benefits, but shall not attend business meetings of Local Unions, except during suspension of rules, unless bearing organizer's credential, which may also be issued by the General Executive Board.

Conventions.

Sect. 105. A convention shall be called for the third Monday in June, provided a majority of all Local Unions have, in the preceding January, voted in favor of holding same, and special conventions may be called at any time on official vote and request of a majority of all Local Unions. Each convention shall be held in the town or city designated by the preceding convention.

The basis of representation in conventions shall be one delegate for each Union, and one additional delegate for each two hundred members, or majority fraction thereof. All delegates to convention must be members of the Boot and Shoe Workers' Union in good standing, and must be members in continuous good standing of the Local Union which they are elected to represent for a period of at least six months previous to such election. The foregoing section shall not be construed to debar any Local Union from representation which has been organized less than six months prior to the convention.

Referendum Amendments.

Sect. 106. Any Local Union may, by majority vote, propose an amendment to this constitution, which proposed amendment shall be published in the Journal, where arguments shall be published for and against for at least three issues after first publication of proposed amendment. If within ninety days from first publication of proposed amendment one-third of the whole number of Local Unions have endorsed same, the amendment shall be submitted by circular to vote

of members at the next Local election night (March or September). Each Local Union shall vote by secret ballot "Yes" or "No" on the amendment as submitted, and shall immediately make returns of votes cast for and against by members actually present and voting secretly. The General Secretary-Treasurer shall compile and publish the returns in the Journal, and it shall require a two-thirds vote of members voting to carry any amendment, and no amendment shall be considered adopted if less than ten per cent. of the entire membership vote. Amendments so adopted shall take effect upon their passage, or as specified in the amendment.

Sect. 107. No part of this constitution shall be suspended at any time, nor can it be amended except at conventions or by referendum vote as provided in foregoing section.



RULES OF ORDER.

Entering Meetings.

To gain admittance to meeting when in session member will rap on door and present due book to Sentinel, when Sentinel will admit member if shown by due book to be in good standing.

Leaving Meetings.

To retire from a meeting before adjournment member must rise and address the chair, asking to be excused, when the chair may grant the request

Decorum.

The President shall not permit any disorderly conduct at meetings and shall allow no member to speak except the member has risen, respectfully addressed the chair, and been recognized by the chair. Profane or indecent language shall not be permitted

Suspension of Rules.

The regular order of business may be suspended at any time by majority vote, for the purpose of considering any matter of special importance not in conflict with the constitution of the Boot and Shoe Workers' Union.

Order of Business in Local Union Meetings.

THE PRESIDENT: Gives one rap, and says: The meeting will please come to order. Persons not members of the Boot and Shoe Workers' Union in good standing will retire. The Sentinel will close the door. The Conductor will examine the Due Books of all present and permit none to remain who are over 8 weeks in arrears.

Any member not having due book on person may be permitted to remain if Ledger of Financial Secretary shows member to be in good standing.

CONDUCTOR: Mr. President, all that are now present are in good standing.

PRESIDENT: The meeting is now open for business. The Recording Secretary will call the roll of officers.

Recording Secretary calls the name of every Local Officer; each officer present answering "here."

PRESIDENT: The Recording Secretary will record the names of officers absent at Roll Call.

PRESIDENT: The Recording Secretary will ad the records of last meeting.

Recording Secretary rises and reads records.

PRESIDENT: Does any member discover any errors or omissions in the records as read?

Corrections are made by direction of President or by vote of Union.

In absence of errors, or after corrections are made, President declares records approved.

PRESIDENT: Are there any applications for membership?

At this point members may rise and name persons whose names appear on signed application blanks, which they hold, on which initiation fee is paid in full, and after naming them will present the signed application to the President.

PRESIDENT: The applications of (Giving names) for membership in the Boot and Shoe Workers' Union are referred to the Local Executive Board for investigation.

Hands applications to Recording Secretary for record, after which they are given to Chairman of Local Executive Board.

PRESIDENT: Are there any communications?

Corresponding Secretary reads communications, if any, action being taken upon each one separately and recorded by Recording Secretary.

PRESIDENT: Are there any bills against this Local Union?

Action is taken upon each bill separately and recorded by Recording Secretary.

PRESIDENT: The Financial Secretary will report receipts up to end of last week.

Financial Secretary reads written report covering all previously unreported receipts up to end of previous week and hands report to President.

PRESIDENT: What action does the Union desire to take upon the report of the Financial Secretary? (Action is taken.)

PRESIDENT: The Recording Secretary will record the report of the Financial Secretary, with action taken thereon, and file the same for future reference.

Hands report to Recording Secretary.

PRESIDENT: The Treasurer will report the financial condition of the Local Union.

The Treasurer reads written report of Cash on hand last report \$....., Received from Financial Secretary \$..... Total receipts, \$....., Expended since last report \$....., Funds now in Treasury \$.....

Hands report to President.

PRESIDENT: What shall be done with the report of the Treasurer? (Action is taken).

PRESIDENT: The Recording Secretary will record the report of Treasurer, with action thereon, and file the same for future reference.

Hands report to Recording Secretary.

PRESIDENT: The Executive Board will report on applicants for membership.

Executive Board reports favorably or unfavorably upon each applicant, and President puts admission of each applicant to vote by hand ballot. If majority vote in favor, President declares applicant accepted to be a member and directs Financial Secretary to enroll applicant's name, after taking the following obligation: "I do solemnly promise that I will attend meetings of my union at least once a month; and I do further promise that I will perform all duties imposed upon me by the National or Local Union. And I do further promise on my honor that I will purchase nothing but Union Label Goods, whenever it is possible to procure the same. I do further promise that I will do all in my power at all times to advance the interests and welfare of the Boot and Shoe Workers' Union." If majority is against, President will instruct Corresponding Secretary to forward the blank and notify General Secretary-Treasurer of reason for rejection.

Recording Secretary records. New members seated.

PRESIDENT: The Executive Board will report on Grievances, Sick claims, or other matters referred to Board (Board reports. Action is taken and recorded.)

PRESIDENT: Are any of our members out of employment? (Members report. Secretary records.)

PRESIDENT: Does any member know where work may be obtained? (Members report. Secretary records.)

PRESIDENT: Is any member unable to work because of sickness? (Members report, if any. Referred to Board. Secretary records.)

PRESIDENT: Does any member know of any fraudulent sick claim? (Members report, if any,

when President directs the Local Executive Board to investigate, and if satisfied of fraud, to notify General Secretary-Treasurer, and prefer charges against dishonest members.) (Secretary records.)

PRESIDENT: Are any of our members in destitute circumstances? (Members report, if any. Secretary records.)

PRESIDENT: What action will the Union take to relieve our members in need? (Action taken and recorded.)

PRESIDENT: The Label Committee will report work done since last meeting. (Committee reports. Secretary records)

PRESIDENT: Has any member information of value to the Label Committee? (Members report. Secretary records.)

If Label Committee makes no report, President censures them and informing them that the Label is our most valuable economic weapon, directs them to show some work done for Labels at next meeting.

PRESIDENT: Is any member known to purchase shoes without a Union Stamp or any other commodity without a Union Label? (Members report, if any, when President directs executive Board to investigate and report at next meeting. (Secretary records.)

PRESIDENT: Members should ever keep in mind their pledge to use their purchasing power and influence in behalf of Union Stamped Boots and Shoes and all other Union Label products. If we would build up our own Union we must refuse to purchase the product of non-union and prison labor in any trade, thus placing ourselves in a position where we have a right to demand similar support from other Unions.

PRESIDENT: Are there any committees to report? (Committees report, if any. Action taken on each report recorded.)

PRESIDENT: Is there any unfinished business from last meeting? (Recording secretary answers from the records, if any. Action is taken and recorded.)

PRESIDENT: Is there any new business to come before this meeting? New business is introduced, if any. (Action taken and recorded.)

Election of officers, if any vacancies, or at end of term

Installation of Officers.

Officers may be installed by the retiring President, or any officer may be called upon to act as installing officer

INSTALLING OFFICER: Officers elect will stand in front of chair. (Officers elect come forward.)

INSTALLING OFFICER: (Gives 3 raps.) Members will rise.

INSTALLING OFFICER: You will each repeat after me, using your name where I use mine:— I (giving name) do hereby solemnly promise that I will perform the duties pertaining to my office faithfully and to the best of my ability.

INSTALLING OFFICER: Members, have you heard the pledge of your officers elect? (Members in chorus) We have. One rap Members seated.

INSTALLING OFFICER: Officers, upon you is now placed a great responsibility. You have in your keeping the hopes, the aspirations and the honor of your fellow workers. There can be no greater honor than to be a trusted leader in the

sacred cause of organized labor. Guard well the interests intrusted to your care. Perform your duty fearlessly and honestly, and turn your office over to your successor with a proud record of faithful service.

The officers will now assume their respective positions. (Installing Officer surrenders the Gavel to the new President.)

Closing the Meeting.

A motion to adjourn having been passed, the President gives three raps. Unions rises.

PRESIDENT: Fellow members:—Having performed our duty on this occasion to the best to our ability, as we go forth in our daily lives let us ever keep in view the welfare of our Union.

Let our members be ever truly fraternal in their relations with each other, striving to help one another in adversity.

Let us each and all endeavor to advance the interests of our Union Stamp before our next meeting, and let us try and induce the unorganized to join us, that we may the speedier improve their condition and ours. Our Union represents the sum total of all the energy expended in its behalf by all its members.

Therefore, let each member contribute a full share of personal work in behalf of our common cause.

I now declare this meeting adjourned until....., unless a special meeting is called, when each factory will receive notice.

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Constitution

Boot and Shoe Workers Union

1039. Labor by Trade Pact and
shoe workers

CONSTITUTION

OF THE

BOOT AND SHOE WORKERS' UNION

AS REVISED AT TENTH CONVENTION HELD AT
ST. PAUL, MINN., JUNE 19TH TO 27TH, 1911

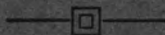
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IN EFFECT JUNE 27, 1911

CAUTION TO MEMBERS



THE beneficial features of our Constitution are intended to apply only to bona fide claims. Each member is hereby warned that if the member knowingly permits any fraudulent claim to be paid without entering protest and charges against the guilty party, the member's own interest is being sacrificed for the benefit of the selfish greed of the cheat.

Not only is the Label and Organizing Fund and Strike Assistance Fund impaired by such frauds, but what is of more consequence, to the extent that such frauds are permitted to that extent is the entire organization diverted from its mission of benefit to all, and it becomes a means of selfish gain to an unworthy few at the expense of the many.

It is not desired to deprive any member of just claims. It is not desired to pay a single fraudulent claim.

Therefore, let each and every member assume the very proper duty of seeing that equal and exact justice is given to all, unimpaired by considerations of sentiment or favoritism.

CONSTITUTION

OF THE

BOOT AND SHOE WORKERS'

UNION

**AS REVISED AT TENTH CONVENTION HELD AT
ST. PAUL, MINN., JUNE 19TH TO 27TH, 1911**

IN EFFECT JUNE 27, 1911



BOSTON :
UNION PRINTING COMPANY
1911

CONSTITUTION

Preamble.

Section 1. We live in an age of competition which compels concentration. Capital has long realized that competition eliminates profits as surely as it reduces wages, and invariably organizes itself into trusts, for the further exploitation of the workers, by reducing wages, throwing labor out of employment and controlling the selling price of the necessities of life.

Experience having demonstrated that the isolated wage-worker is powerless when confronted with these gigantic combinations of capital, we therefore declare, that individual liberty can best find expression through organized effort.

To insure permanency, stability and ultimate success we must recognize and fearlessly meet the source or cause of the evils we intend to rectify.

For the protracted periods of idleness on the one hand and the prolonged hours of labor on the other, for low wages or no wages, for conditions and methods of work that are essentially destructive of morality, of health, of happiness and life, we are clearly indebted to the competitive wage system.

We therefore declare for the ultimate abolition of the competitive wage system, and the substitution therefor of the collective owner-

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ship by the people of all means of production, distribution, transportation, communication, and exchange.

Organization being necessary as the first step towards the amelioration and final emancipation of labor, and realizing the necessity of weapons both offensive and defensive socially, economically and politically, we call upon all shoe workers to unite with us for the following immediate purposes :

To thoroughly organize our craft ; to regulate wages and conditions of employment ; to establish uniform wages for the same class of work, regardless of sex ; to control apprentices ; to reduce the hours of labor ; to abolish convict and contract labor ; to abolish child labor, prohibiting the employment of children under the age of sixteen ; to promote the use of our "Union Stamp" as the sole and only guarantee of "Union-Made" footwear ; to support the Union Labels of all other bona fide trade unions, and to assist them in every other way, to the full extent of our power.

Name.

Sect. 2. This organization shall be known as the **BOOT AND SHOE WORKERS' UNION**. It shall be composed of male and female boot and shoe workers organized in Local Unions or as Members-at-Large, and shall not be dissolved while three Local Unions dissent.

Government.

Sect. 3. The government of all Local Unions and members shall be vested in this General

Union as the supreme head, to which all matters of general importance shall be referred, and whose decision shall be final.

The administrative power of this General Union when not in convention, shall be vested in the General Officers, subject to control of joint action of the General Executive Board.

The Headquarters of this General Union shall be located in such town or city as may be decided by convention, or by a referendum vote of the membership.

All official documents emanating from headquarters shall bear the General Seal, affixed, printed or embossed thereon. Said seal shall be in the custody of the General Secretary-Treasurer.

General Officers—Duties.

Sect. 4. The General Officers of this General Union shall be a General President, a General Vice-President and a General Secretary-Treasurer.

These officers shall at all times be subject to the control and instruction of joint action of the General Executive Board.

General President.

Sect. 5. The General President shall be the chief executive officer of this Union.

He shall enforce the laws, decide all constitutional questions (subject to an appeal to the General Executive Board), appoint all organizers, countersign all orders, be *ex-officio* member of all committees and boards—local and general—revoke charters of refractory or inactive locals (with the consent of the General

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Executive Board), appoint all committees not otherwise provided for, nominate candidates for all vacant offices, preside over conventions, be Chairman of General Executive Board, appoint deputies to act for him with full power whenever impossible for him to be present in person, be the custodian and manager of the "Union Stamp," report in detail to the General Executive Board, make annual report at end of fiscal year (May 31), and shall perform such other duties as this Constitution may prescribe.

He shall be paid three thousand dollars (\$3,000.00) per annum and all legitimate expenses.

General Vice-President.

Sect. 6. The General Vice-President shall perform all duties of General President in case of death, resignation, or removal from office of the General President. He shall, when called upon by the General President, perform such duties as may be assigned to him, and for which services he shall be paid at the rate of eighteen hundred dollars (\$1,800.00) per annum and all legitimate expenses.

General Secretary-Treasurer.

Sect. 7. The General Secretary-Treasurer shall keep all records of conventions and of the General Executive Board; receive, receipt and account for all moneys, pay all authorized bills, conduct all correspondence, keep the Register of Membership; issue all Due Books, issue all transfers and withdrawals, pay all lawful benefits, edit and manage the JOURNAL,

be *ex-officio* member of all committees and boards—local and general—furnish all supplies, issue all credentials, report monthly to Local Unions, giving an itemized account of all receipts and expenditures; also stating the monthly amount paid out to each Local for sick and death benefits; mail semi-annually the names and addresses of all Financial Secretaries to each Local Union, said names and addresses to be mailed not later than the first day of May and the first day of November of each year. Make annual report at end of fiscal year (May 31), deposit all moneys as directed by the General Executive Board, give bond for ten thousand dollars (\$10,000.00) satisfactory to the General Executive Board, submit all accounts to auditors, shall pass on all merits of sick, disability or death claims, have discretionary power in providing suitable blanks and methods in administration of all laws pertaining to membership and revenue, hire such clerical assistance as he may deem necessary, perform such other duties as this Constitution or the General Executive Board may assign, and be responsible to the General Executive Board for efficiency of his office administration.

He shall be paid twenty-five hundred dollars (\$2,500.00) per annum and legitimate expenses.

General Executive Board.

Sect. 8. The General Executive Board shall consist of the General President, General Vice-President, General Secretary-Treasurer and eight members elected at large—not more than three of said eight to be from the same State.

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They shall be required to furnish quarterly detailed reports to each local union of all business transacted. All questions shall be decided by a ye and nay vote, and the same shall be published in the quarterly report, giving the name of each member and record of his vote.

Vacancies shall be filled by nomination by the General President, approved by the member's local and confirmed by the General Executive Board. Said board shall jointly, require satisfactory bonds in the sum of ten thousand dollars from the General Secretary-Treasurer at the expense of the Union, see that all moneys in excess of ten thousand dollars be so deposited as to require consent of a majority of said Board to draw same, hold all property as Trustees, have power to require of any officer full detailed statements of the business of the office, have power by majority vote to remove any officer for unfaithfulness or incompetency, hire suitable headquarters, as directed by Union, decide appeals from decision of General President, decide all questions of usage wherein the Constitution is silent, issue and revoke charters, levy assessments when they deem it necessary, perform such other duties as this Constitution may provide, and at all times consider the welfare of the organization superior to persons and places in arriving at decisions.

General Price-List Committee.

Sect. 9. The General Executive Board shall appoint three expert shoe workers, who shall be members of the Union in good standing,

and familiar with the various branches of the trade, and the making of prices, they to be available when called upon, or if necessary to spend their entire time in assisting Local Unions or Councils in adjusting scales of wages within the jurisdiction of our Union. The Local Executive Boards and Councils shall call upon the General Price-List Committee for the purpose of assisting in bringing about an adjustment of any controversy before such controversy is submitted to arbitration, except in cases where the employer and the Union have agreed to leave the matter in dispute to arbitration.

The General Price-List Committee, in their discretion, can deputize some member to act for them in minor cases, or where the service of the Price-List Committee are not available.

This section is not intended to abridge the rights of Local Executive Boards or Councils in establishing wages or conditions.

Election of General Officers, General Executive Board, General Auditors and Delegates to American Federation of Labor Conventions.

Sect. 10. The General Officers, General Executive Board and General Auditors of the Boot and Shoe Workers' Union shall be elected for a term of two years at the regular bi-annual Convention to be held on the third Monday in June, 1911, and bi-annually thereafter. The regular Convention of June, 1909, to elect said officers to serve until their successors are elected by the regular bi-annual Convention of June, 1911.

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Sect. 11. The General President, by virtue of his office, shall be a delegate to the American Federation of Labor Convention, the other delegates to be elected in the same manner as the General officers, for the same term.

Sect. 12. In electing officers in Convention, after all delegates have had opportunity to nominate candidates for the particular office being filled, the vote shall be by roll call, each delegate announcing the name of the candidate of his choice. It shall require a majority of the delegates voting to elect, and in case of no choice on the first roll call, the lowest candidate shall be dropped, and so on until some candidate receives a majority.

Sect. 13. The officers elected shall be installed and shall take office at the adjournment of the Convention.

Sect. 14. Any shoe worker who has been an active member in continuous good standing for one year, who is not a member of an independent Union, shall be eligible as a candidate for any office in the Union.

Union Stamp.

Sect. 15. The Trade Stamp or Label of this Union shall be as follows :



This "Union Stamp" shall be impressed upon the sole or insole of boots and shoes that are made wholly by members of this Union.

Sect. 16. The General Executive Board shall have discretionary power in making rules governing the use of the "Union Stamp" but shall publish such rules regularly in the JOURNAL, and shall not issue the "Union Stamp" to any firm unless contract is approved by the Local Union in a town or city where only one Local Union exists, or by the Joint Council in a town or city where more than one Local Union exists.

The numbers of the several stamps issued to manufacturers shall be in possession of the Local Union or Joint Council having jurisdiction where said stamps are used.

The sum of Five Hundred Dollars in cash shall be paid to any person or persons who will furnish evidence sufficient to prove the fraudulent issue or use of the Union Stamp contrary to the laws and rules laid down by the Boot and Shoe Workers' Union.

Any person or persons who either by direct statement or innuendo gives out the impression that any officer of the Union has issued or permits the Union Stamp to be used contrary to the provisions of our Constitution, charges shall be preferred against such person or persons, and failure to produce such evidence within two weeks after charges are filed against them, shall be suspended from membership in the Union; and such person shall not be again reinstated unless they can prove their assertions to be true, or until such time as they have conformed to such penalty as

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may be fixed by the General Executive Board, the end to be obtained being that evil minded persons disposed to slander may choose between telling the truth, remaining silent, or proving their insinuations or accusations.

Sect. 17. The Stamp or Label to identify the labor of Union Shoe Repairers shall be as follows:



This stamp may be issued to shoe repairing shops where good standing members of the Boot and Shoe Workers' Union are employed, provided that the conditions are such as to meet the approval of the General Executive Board.

Journal.

Sect. 18. This Union shall publish a monthly journal to be known as the "SHOE WORKERS' JOURNAL." Said journal shall be published the fifteenth day of each month. It shall be used to make official announcements, to agitate for Union Labels and in every way to promote the interests of this Union and the trade union movement. The subscription price of said journal shall be fifty cents per year, which

sum shall be deducted from the dues of each member. The expense of publishing said journal shall be paid by receipts from subscriptions, advertising, and from General Funds. Said journal shall be edited and managed by the General Secretary-Treasurer, subject to control of the General Executive Board.

General Auditors.

Sect. 19. The General Auditors shall be elected in the same manner and at the same time as General Officers. The General Auditors so chosen shall meet at headquarters within ten days after the close of the fiscal year (May 31) when they shall secure the services of an expert accountant and audit all accounts of all officers and employes of the General Union and report their findings in the JOURNAL and to the regular bi-annual Convention. The General Auditors shall assemble and perform their duties at any other time when called upon by the General Executive Board.

When auditing the accounts of the General Union immediately preceding a Convention, the General Auditors shall also act as a credential committee, passing upon the validity of the duplicate credentials and shall report their findings to the Convention in person.

Organizers.

Sect. 20. The General President shall appoint all organizers, but no organizer shall be given steady employment except by vote of the General Executive Board. The General

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Executive Board, by majority vote, may revoke the commission of any organizer, at their discretion. All Organizers shall be subject to the direction of the General President and shall work promulgating the principles of the Boot and Shoe Workers' Union by means of personal interviews with boot and shoe workers, distributing literature, promoting the sale of Union Label goods, addressing meetings, organizing new Locals and installing the officers. They shall perform such other duties as this Constitution may prescribe, or as the General President or General Executive Board may direct. Only shoe workers who have been active members in continuous good standing for six months immediately prior to appointment are eligible to positions as organizers.

Local Union Officers.

Sect. 21. The officers of each Local Union shall be a President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Sentinel, Conductor, three Trustees, an Executive Board of not less than five, Auditing Committee of three and Label Committee of not less than three. They shall be elected by written or printed ballot for a term of one year at the last regular meeting in March of each year, except the Trustees. Each officer shall be installed and hold office until successor is elected and installed, beginning April first. This section shall not prevent any Local from electing a paid agent for a longer term. No member shall be eligible to any of the above offices, or delegate to any regular or special convention who is a member

of any independent organization of shoe workers.

Sect. 22. The President shall preside at all meetings of the Local, conduct the business of the Union strictly according to the order of business, require all officers and committees to report regularly, enforce the laws, sign all bills and orders and perform such other duties as the Local may direct which are not inconsistent with this Constitution.

Sect. 23. The Vice-President shall, in the absence of the President, perform all the duties required of the President.

Sect. 24. The Recording Secretary shall keep a correct record of all the proceedings of meetings of the Local.

Sect. 25. The Financial Secretary shall receive and receipt for all revenues, promptly forward all General Funds to the General Secretary-Treasurer, turn over all Local Funds to the Local Treasurer, report receipts of each week at Local meeting, keep a correct account between the Local and each member thereof, report standing of each member at intervals of three months, conduct all correspondence and file all letters and documents, furnish General Secretary-Treasurer with all Union price lists and conditions under the jurisdiction of the Local Union, perform such other duties as this Constitution requires* or the Local Union may direct, and turn over all papers, books, accounts and property of the Union to successor and shall furnish a bond to secure the funds and property of the Union.

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No Financial Secretary shall be permitted to serve until a bond has been filed and accepted at Headquarters in a sum sufficient to protect his handling of Local and General Funds, and that upon the expiration of the term of office of such bonded Financial Secretary his successor shall not be permitted to handle the Union funds until he has qualified by filing his bond in the manner herein provided. Bonds of Local Financial Secretaries shall not be accepted until approved by the attorney of the General Union. Local Unions may, if they desire, combine the offices of Financial Secretary and Treasurer. Expense of bond to be paid by the Local.

Sect. 26. The Treasurer shall receive all Local Funds from the Financial Secretary, pay all bills approved by the Local and signed by the President, keep a correct account of the same, report to the Local Union at each meeting and turn over to successor all books, papers, funds and other property of the Local in his possession, and shall furnish a bond to secure the funds and property of the Union (expense of bond to be paid by the Local), deposit all funds not required for the necessary expenses of the Local, in such bank or banks as the Local Union may select, in the name of the Local Union. The Trustees to examine the bank books each meeting and to ascertain if the funds of the Local Union have been properly deposited.

No Treasurer shall be permitted to serve until a bond has been filed and accepted at headquarters in a sum sufficient to protect his handling of Local funds, and that upon the

expiration of the term of office of such bonded Treasurer his successor shall not be permitted to handle the Union funds until he has qualified by filing his bond in the manner herein provided. Bonds of Treasurer shall not be accepted until approved by the attorney of the General Union. Expense of bond to be paid by Local.

Sect. 27. The Conductor and Sentinel shall perform such duties as usually pertain to their offices.

Sect. 28. The Trustees shall be elected by written ballot, one for a term of three years, one for two years, one for one year, and thereafter one to be elected at the last regular meeting in March, as their terms expire. The Trustees shall take charge of all property of the Local, report their doings to the Local at the end of each quarter and turn over to their successors all books, papers and other Union property in their possession.

Sect. 29. The Local Executive Board shall organize by choosing a Chairman, Vice-Chairman and Secretary. It shall be the duty of such Board to receive all Due and Assessment Stamps from the General Secretary-Treasurer and keep a strict account of same with the Financial Secretary, holding the Financial Secretary responsible for every stamp at face value, reporting condition of the stamp account to the General Secretary-Treasurer as he may require, call a special meeting of the Local when necessary, declare vacant the seat of any member of the Board absent for three consecutive meetings, summons shop crews or

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members, appoint shop collectors, investigate and report upon all applicants for membership, consider all grievances and endeavor to settle same, carefully supervise all officers and business interests of the Local Union, adjust wages and conditions of employment, subject to the control of the Local Union, see that all laws are enforced, perform such other duties as this Constitution may require, and set aside personal feelings and interests, and at all times endeavor to serve the best interests of the members and the Union as a whole. In all Mixed Unions the Executive Board shall be so chosen as to represent as nearly as possible all parts of the craft represented by the Union.

Sect. 30. All Local Union Officers are required to submit all books, records and papers, and property of the Union, for inspection and audit, to the General Secretary-Treasurer or his authorized deputy, on demand.

Auditing Committee.

Sect. 31. There shall be elected by written or printed ballot at the last regular meeting in March, an Auditing Committee of three, to serve one year, whose duty it shall be to audit the accounts of the Treasurer, Trustees, Financial Secretary and Local Executive Board. They shall also audit the Due and Assessment Stamp account kept between the Financial Secretary and the Local Executive Board, and shall report their findings in writing to the Local Union quarterly.

Label Committee.

Sect. 32. The duties of the Label Committee shall be to promote the sale of boots and shoes bearing the Union Stamp, by using all available influence upon dealers in boots and shoes, securing the co-operation of other organizations and the use of all other methods by which the interests of this organization may be advanced through the Union Stamp.

It shall be the duty of the Label Committee, while promoting the interests of the Union Stamp, to further the interests of the Labels of all other recognized organizations.

Printed Supplies.

Sect. 33. The General Secretary-Treasurer shall deliver, prepaid, to each Local Union, all necessary printed supplies free of charge. Any member losing Due Book shall be charged 25 cents for a new one, said sum to be forwarded to the General Secretary-Treasurer before a new Due Book is issued. The General Secretary-Treasurer shall have power to charge any Local Union that wastes supplies, or orders same in excessive quantities, a price to cover cost of same.

Charters.

Sect. 34. The General President and General Secretary-Treasurer, acting for the General Executive Board, shall issue charters without fee, to any seven or more bona fide shoe workers that have been regularly organized by any organizer authorized by the General President; provided, that shoe workers may have choice between organizing as Mixed

Unions, or in separate branches, and only one charter shall be issued for one branch of the craft in the same city or town. Each Local Union shall be known by the name it selects and the number assigned to it by the General Secretary-Treasurer, and no Local Union shall dissolve itself or withdraw from this Union while seven members dissent. No less than seven members shall be entitled to hold a charter or be represented at any of the Conventions of this Union.

All money and property of any Local Union whose charter is revoked or surrendered is the property of and must be returned to the General Union upon demand of the General President.

Local Meetings.

Sect. 35. Local Unions may fix the time and place of holding meetings, but no suspended member shall be allowed to be present at any meeting of any Local Union.

The sole passport to Local Union and Council meetings shall be a Due Book showing the member to be in good standing. Any member in good standing may attend the meeting of any Local Union, but any Local Union having important business to transact, may on motion, go into executive session and request all who are not members of that Local Union to retire.

Local By-Laws.

Sect. 36. Each Local Union shall have the right to adopt by-laws governing matters of local usage, provided such by-laws do not conflict with this Constitution.

Membership.

Sect. 37. Any male or female boot or shoe worker over sixteen years of age and actively employed at the craft, shall be eligible to membership. All members must hold membership in the Local Unions having jurisdiction over the factory in which they work, upon demand of said Local Union. All applications for membership must be made on blanks furnished by the General Secretary-Treasurer, and no person shall be considered a member of this Union unless such signed application is accepted and on file and registered at Headquarters. Applications shall be investigated by the Local Executive Board, who shall report to Local Union and Local Union shall vote by hand ballot on the admission of applicant—a majority vote to decide—and if receiving a majority vote, the applicant's name shall be forwarded to the General Secretary-Treasurer immediately. New members are required to take the following obligation:—

I do solemnly promise that I will attend meetings of my Union at least once a month; and I do further promise that I will perform all duties imposed upon me by the National or Local Union. And I do further promise on my honor that I will purchase nothing but Union Labelled goods, whenever it is possible to procure the same. I do further promise that I will do all in my power at all times to advance the interests and welfare of the Boot and Shoe Workers' Union.

If rejected, such signed application blank shall be forwarded to the General Secretary-

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Treasurer with statement of reasons for such rejection.

Members of foreign shoe workers' organizations, recognized by the National body of their respective countries, who are in good standing, shall be admitted to the Boot and Shoe Workers' Union without payment of the regular initiation fee.

Sect. 38. An applicant rejected by any Local Union shall have the right to appeal to the General Executive Board, who may, if they deem the applicant rejected for insufficient cause, accept the applicant as a member-at-large.

Any person securing membership by making false statements in the signed application for membership, shall be fined, wholly or partially reduced from benefits, or expelled, as the General Executive Board may direct, acting upon the complaint of any member.

Members-at-Large.

Sect. 39. Members in good standing of Local Unions that lapse, disband, or whose charter is for any cause revoked, have the right to retain their membership and standing by being attached to Headquarters as members-at-large.

Any members retiring from work at the craft, and wishing to remain members of the organization, except General Officers, employes of the General Office, agents and employes of Joint Council and Local Unions, shall be attached to Headquarters as members-at-large.

Sect. 40. Shoe workers actively employed at the craft in any locality where no Local Union exists, may become members-at-large by vote of the General Executive Board, but must constitute themselves a Local Union when so directed by the General Executive Board.

Sect. 41. Members-at-large shall pay direct to Headquarters the same dues and assessments and have the same benefits as if members of a Local Union, shall have representation in elections and in Conventions same as a Local Union, but shall keep Headquarters informed of their address at all times. The officers of General Union shall be the officers of the members-at-large and shall perform for them the same duties as officers of Local Unions. The members-at-large shall in every other respect be considered as a Local Union and subject to the same laws governing membership and revenue.

Duties of Members.

Sect. 42. It shall be the duty of each member to regularly attend the meetings of the Local to which said member belongs, participate in and become familiar with the business of the Local and General Unions, report opportunities for employment at the meetings, report cases of sickness and destitution, report in writing any knowledge of fraudulent benefit claims, consult and be governed by the Local Executive Board in all matters of wages and conditions of labor, be governed by the will of the majority constitutionally expressed, regard interest in the organization as superior

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to all other considerations, promptly pay all dues and assessments, insist upon being furnished with Label goods by all dealers with whom they trade, endeavor to induce all non-union persons to identify themselves with organized labor, conform to all the provisions of this Constitution, obey all officers of the Local and General Union, exercise great care in selecting all officers of the Local and General Union, and refrain from unduly criticising or abusing them while in the discharge of their official duties.

Any violation of Section 42 by members making individual agreements as to wages or conditions, shall be punishable by a fine not exceeding \$50.00.

Sect. 43. Any member defaming this Union or circulating printed or verbal reflections upon the Union record of any officer or member shall be required, upon complaint of any member, to prove statements; and failing to prove them shall be disciplined, fined or expelled, upon written charges preferred either to the member's Local Union or to the General Executive Board, at the option of the complaining member. Any member accepting any job constitutionally declared to be on strike, or unfair, shall be fined or expelled, as the Local Union and General Executive Board may direct.

Register.

Sect. 44. A register shall be kept at Headquarters showing the name, number and standing of every member of this Union. Numbers shall be assigned consecutively in the

order in which members are reported to Headquarters.

Members shown by the register as not owing more than eight weeks' dues, or any assessment or fine for more than eight weeks, shall be considered in good standing. No member shall receive any sick or death benefit unless shown by the register to have been continuously in good standing for the preceding six months.

Initiation Fee.

Sect. 45. The initiation fee in all Local Unions shall be the uniform sum of one dollar (\$1.00) except in cases of persons with bad Union record, in which case Local Unions may fix the initiation fee, but in no case shall the initiation fee exceed fifty dollars (\$50.00). The initiation fee must be paid before any application for membership can be considered, and the application must be acted upon by the Local Union before being reported to Headquarters.

Weekly Dues.

Sect. 46. The dues in this Union shall be the uniform sum of twenty-five (25) cents per week per member, payable weekly, and shall be due on Saturday of each week. Dues of new members are due and payable on the first Saturday following the acceptance of their application at Headquarters of the General Union.

It shall forever be unconstitutional to seek to reduce the amount of dues as provided in this section.

Method of Collecting Revenue.

Sect. 47. The weekly dues and all assessments of members shall be paid to the Local Financial Secretary, who shall receipt for all such payments by giving stamps equal to the amount paid, which stamps must be properly affixed to the member's Due Book, and no other system of receipting for dues and assessments shall be recognized.

Sect. 48. The General Secretary-Treasurer shall issue Due and National Assessment Stamps to the Chairman of the Local Executive Board of each Local Union. And he shall also issue reinstatement stamps, which shall be issued as a receipt for reinstatement fee, and such stamp shall be placed in the Due Books in a position indicating the date of reinstatement. Local Executive Boards shall furnish these stamps to their Financial Secretary, holding the Financial Secretary responsible for the face value of all stamps so furnished, and shall report the condition of their stamp account to the Local Union Auditors and to the General Secretary-Treasurer as often as required.

Sect. 49. Local Unions through their Executive Boards, shall appoint shop collectors to collect revenue for the members, shop collectors to turn the amount collected each week over to the Financial Secretary on or before Saturday of each week.

Sect. 50. The Local Financial Secretary shall enter these payments by name, number and amount, on the duplicating cash book

furnished by the General Secretary-Treasurer to each Financial Secretary.

Local Funds.

Sect. 51. The revenue of the Local Unions shall be one-third of all receipts from initiation fees, dues and National fines and the entire receipts from Local assessments and Local fines.

Local funds shall be used only for Local running expenses and shall, under no circumstances, be used in promoting the election of any person or persons or for the circulation of literature in opposition to, or criticism of the organization and its executive officers, either local or general, nor shall funds be used for legal purposes to set aside any decision of any constitutional body within the Union. Any violation of the foregoing shall be sufficient reason to suspend a Local Union or revoke its charter, at the discretion of the General Executive Board.

General Funds.

Sect. 52. The revenue of the General Union shall be two-thirds of all receipts from initiation fees, dues and National fines and all the receipts from such National assessments as may be levied.

Forwarding General Funds.

Sect. 53. Having entered all receipts on the duplicating cash book, the Local Financial-Secretary shall, on Monday of each week, forward to the General Secretary-Treasurer by money order or check, prepaid, all General

Funds collected the previous week, together with carbon duplicate cash sheet detached from the duplicating cash book—which shall be a carbon copy of all payments made during the previous week—taking the receipt of the General Secretary-Treasurer for same, turn the Local Funds over to the Local Treasurer, taking receipt for same and attach both receipts to the duplicating cash book in place of the detached carbon copy.

Sect. 54. In no case shall General Funds be paid into Local Treasury, or retained by Local Financial Secretary or any other officer or member, said General Funds being at all times recognized as the property of the General Union. Each Local Union and all its members shall be held responsible for safe transmission of all money from the members to Headquarters, where the standing of each member shall be determined by the register.

Sect. 55. Should the Local Financial Secretary fail to report for two weeks, the General Secretary-Treasurer shall notify the Chairman of the Local Executive Board, and also the Local President, that the benefits of the members are endangered because of dues being withheld.

Division of General Funds.

Sect. 56. Moneys received by the General Secretary-Treasurer from all sources shall be known as General Funds, from which all disbursements shall be paid, the expenditures for Sick, Death, Disability, Strike and Victimization Benefits and for General Expense to

be kept on separate accounts so as to show the actual cost of maintaining each department.

Sick Benefits.

Sect. 57. A sick benefit of five dollars per week shall be paid to any member who has been six months continuously in good standing according to the records at headquarters, and who is, by reason of sickness or disability, unable to work, provided,

That no benefit shall be paid for the first seven days after illness or disability is reported to the Local Financial Secretary ;

That such illness or disability was not caused by intemperance, debauchery, immoral conduct, or by member's own act ;

That not more than thirteen weeks' sick benefit be paid to any one member during one year ;

That members afflicted with or subject to any disease or disability, or over sixty years of age at time of initiation or reinstatement, shall be eligible to half benefits only, except on claims filed where the illness or disability is not due directly or indirectly to the disease or disability with which the member was afflicted or subject to at the time of initiation or reinstatement ;

That such illness shall not have resulted from military service or while absent from the United States or Canada ;

That no benefits shall be paid to members leaving the jurisdiction of the Boot and Shoe Worker's Union (United States and Canada),

or to members leaving jurisdiction of their Local Union, except when ordered away by a physician acceptable to the General Secretary-Treasurer ;

That female members shall not be entitled to benefits while pregnant, nor for five weeks after confinement ;

That female members passing through the menopause be allowed only half benefits ;

That applicants for sick benefits must be under the care of a regular physician ;

That members drawing sick benefit shall not be out of doors after eight o'clock P. M., except upon advice of a physician acceptable to the General Secretary-Treasurer, upon penalty of stopping all sick benefit ;

That application for sick benefits shall be made to the Local Financial Secretary upon blanks furnished to the Local Union by the General Secretary-Treasurer properly filled out with all required information and endorsements. All sick benefit claims are subject to the approval of the General Secretary-Treasurer.

Sect. 58. All sick claims shall date from the seventh (7) day after they are reported to the Local Executive Board, who shall cause the same to be investigated by not less than three Union members of good repute not related to the sick member, each acting independently of the others and reporting individually to the Local Executive Board, who shall endorse or disapprove of the claim, as circumstances warrant.

Local Executive Boards may appoint members of the board to investigate sick claims, but such members shall not vote upon the claims.

Sect. 59. Sick claims of members-at-large shall be reported to the General Secretary-Treasurer and shall bear such endorsements as the General Executive Board may direct.

Sect. 60. Any officer or member convicted upon charges of conspiracy to defraud the Union, shall be fined or expelled, as the General Executive Board may direct. All arrears for dues, etc., shall be deducted from any benefit or assistance given under this Constitution.

Disability Benefit.

Sect. 61. Any member who, through sickness or disability, is unable to follow his or her occupation at the trade for two years, and has drawn two years, or twenty-six weeks' benefits in all, upon filing of the third claim, shall draw a disability benefit of \$100, which shall relieve the Union from further claims for sick or death benefits. This also to apply to members who may become insane or for any other reason become a State charge.

Members afflicted with or subject to any disease or disability, or over sixty years of age at the time of initiation or reinstatement, shall be eligible to half benefits only, except on claims where the illness or disability is not due directly or indirectly to the disease or disability with which the member was afflicted, or subject to, at the time of initiation or reinstatement.

Death Benefit.

Sect. 62. Upon proof of death of any member, who has been six months continuously in good standing, a benefit of fifty dollars (\$50.00) shall be paid. Should the member have been two years continuously in good standing, one hundred dollars (\$100.00) benefit shall be paid. Members afflicted with chronic diseases or over sixty years of age at time of initiation shall be eligible to half benefits only, provided that death is due directly or indirectly, to the chronic disease with which the member was afflicted at the time of initiation. All death claims shall be reported to the Local Executive Board upon blanks furnished by the General Secretary-Treasurer, and shall give all required information. Members shall designate the person to whom the benefit shall be paid upon their demise, and failing to so designate, the benefit shall be paid as the Local Union may direct.

Sect. 63. All arrears for dues, all unpaid fines, or other indebtedness to the Union, and all payments of sick benefits which may have been obtained by fraud or paid by the Union through mistake, shall be deducted from any sick, disability or death benefit, or any other financial assistance given under this Constitution, and in the event of any member obtaining any benefit fraudulently from the Union, such action on his part shall preclude him from obtaining any further benefits under this Constitution until he has complied with such penalty as the General Executive Board may impose.

Local Relief for Out-of-Work Members.

Sect. 64. It is recommended that each Local Union raise funds by Local assessment or otherwise, to be applied to payment of dues of out-of-work members and to provide such other relief as the Local Union may find feasible, to the end that from the experience so gained a National plan for relief of unemployed members may be developed.

Apprentices.

Sect. 65. Any member of the Boot and Workers' Union wishing to learn a particular part of the trade outside the jurisdiction of his own Union shall make application to his Local Executive Board to intercede in his behalf with the Local Executive Board having jurisdiction over the part of the trade to be acquired; and should failure to agree follow, the request should be considered by the Joint Shoe Council. And if the decision of the Council be unsatisfactory, an appeal can be made to the General Executive Board, whose decision shall be rendered within thirty days and shall be final. In no case shall an application be considered unless the member has been one year in good standing. This is not intended to create a surplus of help in any particular part of the craft.

Joint Councils.

Sect. 66. In any town or city where there are two or more Local Unions they shall, upon the call of any of said Unions, hold a delegate conference for the purpose of drafting a set of

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rules to govern the Joint Council. Said rules to fix the basis of representation so that all parts of the craft represented by the Unions forming the Council shall have representation, fix the methods of raising funds, etc., and the conference shall submit the rules to the General Executive Board for their approval. When approval is received each Local Union shall elect delegates to the Joint Council according to the rules. The Joint Council shall then meet, organize and discharge its duties.

Local Unions and delegates constituting Joint Councils, under the provision of this section must be members of the Boot and Shoe Workers' Union.

Sect. 67. It shall be the duty of the Joint Council to consider any difficulties that may arise between the Local Unions forming a part of said Council and any employer, to try and effect a settlement; and, if not possible to make a settlement, to report the case to the General President, according to the laws governing strikes.

Sect. 68. The Joint Council shall do all in their power to promote the sale of all recognized Union label products.

Sect. 69. The Joint Council shall make every possible effort to increase the effectiveness of shop crew organizations in its locality; to introduce into all factories in its jurisdiction a working card and permit system, and at all times try to promote the interests of the Boot and Shoe Workers' Union.

Sect. 70. Joint Councils may make rules governing members, shop collectors, the pay-

ment of dues and fines, attendance at meetings and such other subjects as in their judgment will tend to strengthen the organization.

Sect. 71. Local Unions in adjoining towns or cities, or Local Unions of same branch of the trade in various sections, may form district Joint Councils.

Business Agents.

Sect. 72. Any Local Union or Joint Council may employ a paid agent. Such agent must be a member in continuous good standing of the Boot and Shoe Workers' Union for a period of at least one year prior to the election and attached to the Local Union he is elected to represent for the same period of time, and if elected to represent more than one Local Union must be attached to one of the unions elected to represent for a year prior to the election, or if elected to represent a Joint Council must be a member of one of the Local Unions attached to the Joint Council for one year prior to the election, and must have attended a majority of the meetings of his Local Union during the twelve months preceding the election. This section not to apply to the election of a paid agent in a Local Union or Council that has not been organized for that length of time.

Strikes.

Sect. 73. Chief among the immediate objects of this Union is the accomplishment of a more thorough organization of our craft, assisted by promoting the sale of Union Stamp shoes, and bound together and solidified by

ties of fraternity and class interest. We recognize strikes as dangerous and costly and believe they should not be inaugurated except as a weapon of last resort, after every resource and expedient has been exhausted in an attempt to adjust disputes without strikes.

Sect. 74. To the end that strikes may be less frequent and more effective, this Union will render financial support only to such strikes as have received the sanction of the General Executive Board or its authorized Strike Committee before being ordered. This section shall not be construed to deprive any Local Union of the right to strike whenever they feel their interests can only be served by such course; provided, that any Local Union ordering such strike does so entirely upon its own resources and risk and has no claim upon the General Union for financial aid, or upon other branches for financial or sympathetic strike support, and further provided, that no member of this Union be permitted to accept employment in the department where such strike exists.

Sect. 75. Should any Local Union desire the financial assistance of the General Union in any impending controversy which threatens a strike or lockout, said Local shall, in the first stage of the dispute, consult the General President and be guided by his advice. Should the negotiations not produce satisfactory results, a strike may be ordered with financial assistance, if approved by the authorized Strike Committee of the General Executive Board.

Sect. 76. Should there be a joint Council in the locality, the Local Union, if desiring financial and sympathetic strike assistance, shall present their grievance to the Council at the same time they inform the General President, and the approval and support of the Council shall be necessary before a strike may be sanctioned by the Strike Committee with financial aid; provided, that the Local Union, if dissatisfied with any adverse decision of Joint Council or the Strike Committee, may take an appeal to the full General Executive Board, and said Board, if satisfied the decision of the Joint Council or the Strike Committee was unwarranted, shall have power to order a general strike with financial aid in support of the Union having the grievance; and further provided that if the Local Union be not sustained by the Council, by the Strike Committee or by the full General Executive Board, the Local Union may still exercise its right to strike upon its own responsibility and risk without claim for financial or sympathetic strike support.

No strike shall be ordered in violation of any contract between any Local Union and any employer. No strike shall be ordered in any "Union Stamp" factory without concerted action of all Local Unions involved and approval of the General Executive Board. No strike shall be ordered without secret ballot of members as an expression of opinion. The General Executive Board is directed to promptly declare off any strike ordered contrary to the provisions of this paragraph.

Sect. 77. The General Union recognizes the Local Executive Board as having the initial

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Local authority in each Local Union on all matters concerning strikes and lockouts, and all grievances of whatever nature must be referred to and approved by them before action of any kind is taken; but the General Executive Board shall have power to declare a strike, with financial aid, in any factory at any time.

Sect. 78. This Union will not recognize strikes by organized or unorganized shoe workers not members of this Union; and difficulties caused by unauthorized acts of members or shop crews without advice and consent of the Local Executive Board are especially condemned and shall not be recognized or tolerated.

Sect. 79. The General Executive Board shall, after investigation, exercise the right to declare off any strike or lockout at any time when they believe the interests of the Union will be best served thereby. Action to be taken upon petition of not less than ten members in good standing.

Sect. 80. The General Executive Board may withdraw financial assistance from any strike at the expiration of thirteen weeks from date of strike.

Lockouts.

Sect. 81. This Union shall not recognize any cessation of work, under any circumstances or provocation, as a lockout with financial aid, unless the Strike Committee has approved same, in which case financial assistance will be rendered.

No Local Union shall, under any circumstances, be permitted to declare a boycott.

Sect. 82. A reduction of wages shall not constitute a lockout. An "iron clad" notice shall not constitute a lockout.

Victimization.

Sect. 83. Should any member be victimized or blacklisted for work done in any official capacity, or upon the order of the Union, the General Executive Board shall have power to grant such member temporary assistance from the Strike Fund in seeking employment.

Strike Assistance.

Sect. 84. No financial aid shall be paid for the first seven days of any regularly sanctioned strike or lockout. At the end of the second seven days the Local Executive Board shall forward to the General Secretary-Treasurer a statement of the name of each person on strike and name and registered number of each member involved in the strike.

Sect. 85. The General Secretary-Treasurer shall note the number of members in good standing on said statement and forward to the Local Treasurer \$5.00 for each of the members in good standing who are on strike. At the end of the third seven days another statement shall be forwarded and the same amount allotted, and so on each seven days until the strike has been won or declared off. Members on strike shall not be entitled to sick benefits.

Sect. 86. Local Executive Boards shall disburse strike assistance sent to them equally among the members in good standing, deducting dues from the share of each member, and shall forward to the General Secretary-Treasurer, with their statement for the next week, an itemized account of their total expenditures for the past week. Any member on strike, securing employment at any other trade, or being offered fair employment at the shoe trade, shall not again be included in the weekly statement of the Local Executive Board.

Sect. 87. Should the Local Executive Board fail to report as required, or should the General Secretary-Treasurer be satisfied that the assistance was being expended illegally or for purpose foreign to its intent (which is solely to relieve the wants of members in good standing who are engaged in regularly sanctioned strikes or lockouts) all assistance shall be suspended from such Local Union pending an investigation under the direction of the General Executive Board. Should the investigation find proof of intent to defraud, the General Board shall impose such fine or other penalty as they may deem proper.

Compensation for General Union Work.

Sect. 88. Any member doing General Union committee work directly authorized by this Constitution, or other work upon the direct order of the General President, shall receive from the General Secretary-Treasurer three dollars and fifty cents (\$3.50) and legitimate expenses for each day of actual service.

National Assessments.

Sect. 89. The General Executive Board shall exercise the power of levying such assessments as they may deem necessary to replenish any or all of the funds established by this Constitution, and may raise the Strike Fund by a series of assessments to the amount of five dollars (\$5.00) per capita.

Local Assessments.

Sect. 90. Local Unions may at any legal meeting levy such Local assessments as they may deem necessary for the purpose of carrying on their Local Union work or for assisting other bona fide trade Unions, provided however, that no Local assessment shall be in effect until it has been submitted to and received the approval of the General Executive Board.

Fines.

Sect. 91. The General and Local Unions shall have power to levy such fines as they deem proper in disciplining members who violate the laws or principles of this Union.

Sect. 92. Any member leaving his or her employment in any Union Stamp factory, in violation of the arbitration contract, because of any grievance or in an attempt to redress any grievance, either upon the member's own motion or under instructions from any authority to which such member holds allegiance, shall be fined \$10.00 and immediately and automatically suspended until such fine is paid, and that no subterfuge or excuse of any

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kind be sufficient to justify the stoppage of work which will cause a blockade in any department of any Union Stamp factory. This shall not deprive individuals of their right to leave their employment in the regular way for the purpose of bettering their conditions as individuals.

Sect. 93. Any member of this Union purchasing shoes without the Union Stamp or any other commodity without the Union Label whenever it can be procured, shall be fined two dollars (\$2.00), action against such offence to be taken either by the Local Union or Local Executive Board.

The proceeds of said fine to be added to the treasury of the Local Union imposing the fine and to be used in advancing the interests of Union Label goods.

Transfers.

Sect. 94. All Transfer Cards shall be issued by the General Secretary-Treasurer, who shall transfer the members upon call (giving name and number), coming from the Local Financial Secretary under whose jurisdiction the member is working and shall notify the Financial Secretary of the Local Union from which the member is transferred, of such transfers with all indebtedness, and direct such Local Secretary to fill out blank statement of indebtedness, and forward same to the Union to which the member is transferred. Local funds collected from delinquent members belong to the Local Union collecting same, and no moneys shall be transferred from one Local

Union to another on account of arrears of members, except on account of Local assessments or fines.

Withdrawals.

Sect. 95. All withdrawal cards shall be issued by the General Secretary-Treasurer to members with clear Due Books retiring from the trade, upon application of the member, endorsed by the Local Union, and stating nature of future occupation. No withdrawal card shall be issued unless the member is leaving the shoe trade. Such withdrawal card shall reinstate the member in lieu of initiation fee, if deposited with any Local Union and forwarded to the General Secretary-Treasurer whenever the member resumes work at the trade; provided, withdrawal cards obtained by false representations, or held by persons who have worked against the interests of the Union, or who have failed to deposit such withdrawal card with some Local Union, or with the General Secretary-Treasurer as a member-at-large while working at the trade, shall be null and void.

Sect. 96. Any member knowing that any person while holding a withdrawal card has violated the foregoing section shall furnish the General Secretary-Treasurer with proof of same, which shall be recorded against the person on the register at headquarters.

Suspended Members.

Sect. 97. Any member shown by the Register at headquarters to owe more than eight

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(8) weeks' dues, or any assessment or fine for more than eight (8) weeks, such indebtedness shall automatically suspend the member from all benefits and privileges, and no further indebtedness shall accumulate.

Sect. 98. Suspended members may be reinstated by payment of four dollars, (\$4.00), reinstatement fee and payment of any assessment or fine specified in the foregoing section, but shall not be eligible to sick or death benefits, until they have been six months continuously in good standing.

Expelled Members.

Sect. 99. No member shall be expelled from this Union, except upon written charges after a fair trial, proving to the satisfaction of the Local and General Unions the member guilty of treason to this Union or to the cause of labor. Such charges may be preferred either to the offending member's Local Union, or to the General Executive Board direct, at the option of the complaining member.

Charges.

Sect. 100. All charges of whatever nature against any officer, member, Union or Council, must be presented in writing to the body before which the charge is made, and no defendant shall be found guilty without having upon written application a copy of the charges preferred and opportunity for defense.

Appeals.

Sect. 101. Appeals against the decision of

any officer, committee, board, Union or Council shall be presented in writing to the next highest authority, and no appeals shall be considered unless the appellant conforms to the decision appealed from, pending decision on the appeal.

Honorary Membership.

Sect. 102. The General Executive Board is empowered to issue certificates of Honorary Membership to persons whose past services in and present sympathy with the cause of organized labor in the judgment of the General Executive Board entitle them to such certificate.

Such Honorary Members shall be exempt from dues and benefits, but shall not attend business meetings of Local Unions, except during suspension of rules, unless bearing organizer's credential, which may also be issued by the General Executive Board.

Conventions.

Sect. 103. A regular Convention shall be held on the third Monday in June, 1911, and bi-annually thereafter; and special Conventions may be called at any time on official vote and request of a majority of all Local Unions. Each Convention shall be held in the town or city designated by the preceding Convention.

The basis of representation in Conventions shall be one delegate for each Union, and one additional delegate for each two hundred members or majority fraction thereof.

The membership of each Local Union shall

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be determined by the number of members in good standing on the first day of the month in which the Convention is to be held, and after the collections of the last week in the previous month have been credited to the individual members.

All delegates and alternates to Conventions must be members of the Boot and Shoe Workers' Union in good standing, actively employed at the trade, or in the employ of the General or Local Union, and must be members in continuous good standing of the Local Union which they are elected to represent, for a period of at least one year previous to the date of the Convention, and attached to the Local Union, and must attend a majority of meetings for that length of time previous to such election. This not to apply to members who may have been absent from meetings by reason of being employed for the Union. This section not to apply to Local Unions that have not been organized for that length of time.

Election of delegates to Conventions shall be by Australian ballot, the names to be in alphabetical order, the polls to be open at least two hours between 12 noon and 9 P. M.

Sect. 104. Any Local Union or Joint Council who grants any manufacturer of boots and shoes a lower wage than is being paid by said manufacturer, for the purpose of inducing the removal of the business to the locality where the offending Local Union or Joint Council holds jurisdiction, shall be punished by having their charter revoked and membership

cancelled. This is not to apply to any factory which has been in operation after removal, at least one year.

Any company doing business under the arbitration contract and desiring to establish the factory in some other locality shall pay the highest price for labor in both localities that they have been paying at the time of application, grades considered.

Referendum Amendments.

Sect. 105. Any Local Union may, by majority vote, propose an amendment to this Constitution, which proposed amendment shall be published in the JOURNAL, where arguments shall be published for and against for at least three issues after first publication of proposed amendment. If within ninety days from first publication of proposed amendment one-third of the whole number of Local Unions have endorsed same, the amendment shall be submitted by circular to vote of members at the last regular meeting in March or September. Each Local Union shall vote by secret ballot "Yes" or "No" on the amendment as submitted, and shall immediately make returns of votes cast for and against by members actually present and voting secretly. The General Secretary-Treasurer shall compile and publish the returns in the JOURNAL, and it shall require a two-thirds vote of mem-

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bers voting to carry any amendment, and no amendment shall be considered adopted if less than ten per cent of the entire membership vote. Amendments so adopted shall take effect upon their passage, or as specified in the amendment.

Sect. 106. No part of this Constitution shall be suspended at any time, nor can it be amended except at Conventions or by referendum vote, as provided in foregoing section.

... Rules of Order ...

RULES OF ORDER.

Entering Meetings.

To gain admittance to meeting when in session member will rap on door and present due book to Sentinel, when Sentinel will admit member if shown by due book to be in good standing.

Leaving Meetings.

To retire from a meeting before adjournment member must rise and address the chair, asking to be excused, when the chair may grant the request.

Decorum.

The President shall not permit any disorderly conduct at meetings and shall allow no member to speak except the member has risen, respectfully addressed the chair, and been recognized by the chair. Profane or indecent language shall not be permitted.

Suspension of Rules.

The regular order of business may be suspended at any time by majority vote, for the purpose of considering any matter of special importance not in conflict with the Constitution of the Boot and Shoe Workers' Union.

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ORDER OF BUSINESS IN LOCAL UNION MEETINGS.

THE PRESIDENT: Gives one rap, and says: The meeting will please come to order. Persons not members of the Boot and Shoe Workers' Union in good standing will retire. The Sentinel will close the door. The Conductor will examine the due books of all present and permit none to remain who are over eight weeks in arrears.

Any member not having due book on person may be permitted to remain if ledger of Financial Secretary shows member to be in good standing.

CONDUCTOR: Mr. President, all that are now present are in good standing.

PRESIDENT: The meeting is now open for business. The Recording Secretary will call the roll of officers.

Recording Secretary calls the name of every Local Officer; each officer present answering "here."

PRESIDENT: The Recording Secretary will record the names of officers absent at roll call.

PRESIDENT: The Recording Secretary will read the records of last meeting.

Recording Secretary rises and reads records.

PRESIDENT: Does any member discover any errors or omissions in the records as read?

Corrections are made by direction of President or by vote of Union.

In absence of errors, or after corrections are made, President declares records approved.

PRESIDENT: Are there any applications for membership?

At this point members may rise and name persons whose names appear on signed application blanks, which they hold, on which initiation fee is paid in full, and after naming them will present the signed application to the President.

PRESIDENT: The applications of (giving names) for membership in the Boot and Shoe Workers' Union are referred to the Local Executive Board for investigation.

Hands applications to Recording Secretary for record, after which they are given to Chairman of Local Executive Board.

PRESIDENT: Are there any communications?

Corresponding Secretary reads communications, if any, action being taken upon each one separately and recorded by Recording Secretary.

PRESIDENT: Are there any bills against this Local Union?

Action is taken upon each bill separately and recorded by Recording Secretary.

PRESIDENT: The Financial Secretary will report receipts up to end of last week.

Financial Secretary reads written report covering all previously unreported receipts up to end of previous week, and hands report to President.

PRESIDENT: What action does the Union desire to take upon the report of the Financial Secretary? (Action is taken).

PRESIDENT: The Recording Secretary will record the report of the Financial Secretary, with action taken thereon, and file same for future reference.

Hands report to Recording Secretary.

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PRESIDENT: The Treasurer will report the financial condition of the Local Union.

The Treasurer reads written report of cash on hand last report, \$; Received from Financial Secretary, \$; Total receipts, \$; Expended since last report, \$; Funds now in treasury, \$ Hands report to President.

PRESIDENT: What shall be done with the report of the Treasurer? (Action is taken.)

PRESIDENT: The Recording Secretary will record the report of Treasurer, with action thereon, and file the same for future reference.

Hands report to Recording Secretary.

PRESIDENT: The Executive Board will report on applicants for membership.

Executive Board reports favorably or unfavorably upon each applicant, and President puts admission of each applicant to vote by hand ballot. If majority vote in favor President directs Financial Secretary to forward the applications to General Secretary-Treasurer.

PRESIDENT: We will now open under the head of obligating new members. The Secretary will report the names of new members who have been reported as accepted by the General Secretary-Treasurer, and whose due books have been issued.

PRESIDENT: Members who have not taken the obligation will please come forward to be obligated. The President then directs each new member to repeat after him the following obligation :

"I do solemnly promise that I will attend meetings of my Union at least once a month ; and I do further promise that I will perform all duties imposed upon me by the National or Local Union. And I do further promise on my honor that I will purchase nothing but

Union Label goods, whenever it is possible to procure the same. I do further promise that I will do all in my power at all times to advance the interests and welfare of the Boot and Shoe Workers' Union."

PRESIDENT: The Executive Board will report on grievances, sick claims, or other matters referred to Board. (Board reports. Action is taken and recorded.)

PRESIDENT: Are any of our members out of employment? (Members report. Secretary records.)

PRESIDENT: Does any member know where work may be obtained? (Members report. Secretary records.)

PRESIDENT: Is any member unable to work because of sickness? (Members report, if any. Referred to Board. Secretary records.)

PRESIDENT: Does any member know of any fraudulent sick claim? (Members report, if any, when President directs the Local Executive Board to investigate, and if satisfied of fraud, to notify General Secretary-Treasurer, and prefer charges against dishonest members. Secretary records.)

PRESIDENT: Are any of our members in destitute circumstances? (Members report, if any. Secretary records.)

PRESIDENT: What action will the Union take to relieve our members in need? (Action taken and recorded.)

PRESIDENT: The Label Committee will report work done since last meeting. (Committee reports. Secretary records.)

PRESIDENT: Has any member information of value to the Label Committee? (Members report. Secretary records.)

If Label Committee makes no report, President censures them and informing them that the Label is our most valuable economic weapon, directs them to show some work done for Labels at next meeting.

PRESIDENT: Is any member known to purchase shoes without a Union Stamp or any other commodity without a Union Label? (Members report, if any, when President directs Executive Board to investigate and report at next meeting. Secretary records.)

PRESIDENT: Members should ever keep in mind their pledge to use their purchasing power and influence in behalf of Union Stamped boots and shoes and all other Union Label products. If we would build up our own Union we must refuse to purchase the product of non-union and prison labor in any trade, thus placing ourselves in a position where we have a right to demand similar support from other Unions.

PRESIDENT: Are there any committees to report? (Committees report, if any. Action taken on each report recorded.)

PRESIDENT: Is there any unfinished business from last meeting? (Recording Secretary answers from the records, if any. Action is taken and recorded.)

PRESIDENT: Is there any new business to come before this meeting? New business is introduced, if any. (Action taken and recorded.)

Election of officers, if any vacancies, or at end of term.

INSTALLATION OF OFFICERS.

All general and local officers in this union, including organizers, business agents and delegates to Conventions, shall before assuming their respective duties subscribe to the following obligation, which shall be upon blanks supplied by the General Secretary-Treasurer, copy of which must be filed with the General Secretary-Treasurer.

"I do solemnly promise upon my honor that I will bear true and faithful allegiance to the Boot and Shoe Workers' Union and that I will faithfully support its constitution, contracts and policy as defined by Conventions; that I will discharge and perform all the duties of my office faithfully and to the best of my ability, holding the interest of the organization first in importance in all my official acts."

Closing the Meeting.

A motion to adjourn having been passed the President gives three raps. (Union rises.)

PRESIDENT: Fellow members.—Having performed our duty on this occasion to the best of our ability, as we go forth in our daily lives let us ever keep in view the welfare of our Union.

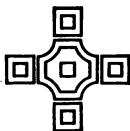
Let our members be ever truly fraternal in their relations with each other, striving to help one another in adversity.

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Let us each and all endeavor to advance the interests of our Union Stamp before our next meeting, and let us try and induce the unorganized to join us, that we may the speedier improve their condition and ours. Our Union represents the sum total of all the energy expended in its behalf by all its members.

Therefore, let each member contribute a full share of personal work in behalf of our common cause.

I now declare this meeting adjourned until , unless a special meeting is called, when each factory will receive notice.



ORDER OF BUSINESS

— AT —

CONVENTIONS

Call to Order by the President.

Report of General Auditors on Credentials.

Roll Call and Filing of Credentials with the Secretary.

Appointment of Sentinel.

Password.

Consideration of Belated Credentials.

Consideration of Protested Credentials.

Appointment of Committees of five each on Officers' Reports, Rules, Constitution, Organization, Resolutions, Appeals and Grievances, and Labels and Boycotts.

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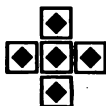
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REMEMBER YOUR OBLIGATION

BE CONSISTENT UNIONISTS
AND FORCE YOUR LABEL
INTO GENERAL USE

"BY THIS SIGN WE
SHALL CONQUER"

ENDORSED
BY THE
AMERICAN
FEDERATION OF
LABOR



IMPRESSED UPON
SOLE, INSOLE OR
LINING OF STRICTLY
UNION-MADE
BOOTS AND SHOES

REGISTERED

AN INVALUABLE FACTOR IN ORGANIZING
YOUR CRAFT AND IN PROTECTING
.... YOUR INTERESTS

Demand it of the retailer, ask your friends to do likewise, and give the same support to the recognized Union Labels of other crafts.

